UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

| DO NOT WRITE IN THIS SPACE | | |
|----------------------------|--------------|------------------------|
| Case | 19-CA-309772 | Date Filed 1/3/2023 |

INSTRUCTIONS:

| File an original with NLRB Regional Director for the region in | which the alleged unfair labor practice occurred or is occ OYER AGAINST WHOM CHARGE IS BROUGHT. | urring. |
|---|--|--|
| a. Name of Employer | OTEN AGAINST WHOM CHANGE IS BROOGHT | b. Tel. No. |
| Durham School Services | | (425) 258-9251 |
| | | c. Cell No. |
| | | f. Fax. No. |
| d. Address (Street, city, state, and ZIP code) | e. Employer Representative | (425) 258-3133 |
| | | g. e-mail |
| 1304 80 th St. SW | (b) (6), (b) (7)(C) | @durhamschoolservices.com |
| Everett, WA 98203 | | h Newbox of wardens and ward |
| | | h. Number of workers employed 123 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) | j. Identify principal product or service | |
| School Bus Operator | Transportation | |
| The above-named employer has engaged in and is engaged Relations Act, and these unfair labor practices are practic affecting commerce within the meaning of the Act and the | es affecting commerce within the meaning of the Act, | |
| Within the past six months, the Employ to protected Section 7 activity; 2) intercommunications; 3) threatened a work communications. | rogated a worker with regards to pro | tected Section 7 |
| 3. Full name of party filing charge (if labor organization, g | | |
| 4a. Address (Street and number, city, state, and ZIP code | | 4b. Tel. No. |
| | | (425) 252-3800 |
| 2601 Everett Ave. | | 4c. Cell No. |
| Everett, WA 98201 | | |
| | | 4d. Fax No. (425) 252-3889 |
| | | (425) 252-3669 4e. e-mail |
| | | 46. 6-maii |
| 5. Full name of national or international labor organization International Brotherhood of Teamsters | n of which it is an affiliate or constituent unit (to be filled | I in when charge is filed by a labor organization) |
| / I declare that I have read the abo | ARATION ve charge and that the statements | Tel. No. 206-257-6001 |
| are true to the best of n | ny knowledge and belief. Marina Multhaup | Office, if any, Cell No. |
| (signature of representative or person making charge) | (Print/type name and title or office, if any) | Fax No. 206-378-4132 |
| Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 | | e-mail |
| Address Seattle, WA 98119 | Date— | — multhaup@workerlaw.com |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

1/3/2023 3:59 PM FROM: Office Depot #894 P. 1 /

Form NLRB - 501 (3-21)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE

Case Date Filed

19-CA-309791 1/3/2023

| The art original will rectal regional present for | 1. EMPLOYER AGAINST WHOM CHARGE | | |
|--|---|---|--|
| a. Name of Employer Geo Group Inc. | | b. Tel. No. (253)396-1611 | |
| | | c. Cell No. | |
| d. Address (Street, city, state, and ZIF code) 1623 E J Street | e. Employer Representative (b) (6), (b) (7)(G) | f. Fax No. | |
| Tacoma, WA 98421 (b) (6), (b) (7)(C) | g. e-mail ©(6),©101 @geogroup.com | | |
| | | h. Number of Workers Employed | |
| Type of Establishment (factory, mine, wholesaier, etc.) | j. Identify Principal Product or Service | | |
| security | security | | |
| labor practices are practices affecting commerce 2. Basis of the Charge (set forth a clear and cor | • | | |
| | | all attendance points and remove attendance | |
| discipline once the collective-bargainit | ig agreement was ratified. However | er, since about December 12, 2022, the date | |
| | | d to bargain in good faith by resetting 24, 2022, instead of for those occurring | |
| before December 12, 2022. | | | |
| Full name of party filing charge (if labor organ United Government Security Officers | | e and number) | |
| 4a. Address (Street and number, city, state, and ZIP code) | | | |
| | | 4b. Tel. No. (360)972-0503 | |

| 4a. Address (Street and number, city, state, and ZIP code) | | 4b. Tel. No. (360)972-0503 |
|---|--|--|
| 2602 S. 38th St., Unit 36 Tacoma, WA 98409 | | 4c. Cell No. |
| Tabolila, Wh 30400 | | 4d. Fax No. |
| | | 4e. e-mail chiefstewardlocal883ugsoa@ gmail.com |
| Full name of national or international labor organization organization) | | |
| United Government Security Officers of Americ | а | |
| United Government Security Officers of Americ 6. DECLARATION I declare that I have read the above charge and that the | N ne statements are true to line best of my | Tel. No. (360)972-0503 |
| 6. DECLARATION I declare that I have read the above charge and that the knowledge and be | N ne statements are true to line best of my | The state of the s |
| DECLARATION I declare that I have read the above charge and that in | Vine statements are true to line best of my lief. | (360)972-0503 |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | | |
|----------------------------|------------|--|
| Case | Date Filed | |
| 19-CA-309913 | 1-5-2023 | |

INSTRUCTIONS:

| File an original with NLRB Regional Director for the region in wl | plich the alleged unfair labor practice occurred or is occurring. PLOYER AGAINST WHOM CHARGE IS BROUGHT | |
|--|--|--|
| a. Name of Employer | LEGIZATIONE IST WHOM CHERCE IS BACCOM | b. Tel. No. |
| Garden Cycles LLC | | (206) 650-9807 |
| | | c. Cell No. |
| d. Address (Street, city, state, and ZIP code) e. Employer Representative | | f. Fax. No. |
| 7016 18 th Ave SW, | (b) (6), (b) (7)(C) | g. e-mail gardencycles@hotmail.com |
| Seattle, WA 98106-5100 | | h. Number of workers employed 18 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Maintenance | j. Identify principal product or service Landscaping | |
| Creating the impression of surveillance Engaging in unlawful interrogation Making unilateral changes to terms and delayed payroll), work equipment, sease Laying off bargaining unit employees in | plated the Act by: idating statements to discourage protected concernidations of employment, including employees and layoffs, retaliatory layoffs of the bargaining a retaliation for union organizing and other protectiation for protected concerted activity we full name, including local name and number) | erted activity compensation (pay increases and unit, and failing to bargain in good faith |
| 4a. Address (Street and number, city, state, and ZIP code) | | 4b. Tel. No. (206) 442 0470 |
| 22323 Pacific Hwy S | | 4c. Cell No. |
| Des Moines, WA 98198 | | 4d. Fax No. |
| | | 4e. e-mail ©nwlaborers.org |
| 5. Full name of national or international labor organization of Laborers International Union of North (LIUNA) | | m charge is filed by a labor organization) |
| I declare that I have read the abov | CLARATION e charge and that the statements are true | Tel. No. (206) 257-6007 |
| Myssa Lee to the best of my know | ledge and belief. Alyssa García, Attomey | Office, if any, Cell No. |
| (signature of representative or person making charge) (Print/type name and title or office, if any) Barnard Iglitzin & Lavitt LLP | | Fax No. (206) 378-4132 |
| ## Barnard Ightzin & Lavit LLP 18 West Mercer St., Ste. 400 Address Seattle, WA 98119 Date 1/5/2023 | | e-mail garcia@workerlaw.com |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

INTERNET FORM NLRB-501 (2-08)

UNITED STATES OF AMERICA NATIONAL LABOR FELATIONS BOARD CHARGE AGAINST EMPLOYER

| DO NOT W | RITE IN THIS SPACE |
|--------------|--------------------|
| Case | Date Filed |
| 19-CA-309930 | 1-5-2023 |

| | ER AGAINST WHOM CHARGE IS BROUGHT | h Tol No |
|---|--|---|
| Name of Employer | | b. Tel. No. 206-768-4422 |
| United States Postal Service | | c. Cell No. |
| | A. Arys, vin | f. Fax No. |
| . Address (Street, city, state, and ZIP code) 0700 27th Ave. S., Seattle, WA 9816 | e. Employer Regresentative (b) (6), (b) (7)(C) | g. e-Mail |
| | | h. Number of workers employed 1200-1500 |
| Type of Establishment (factory, mine, wholese er, etc.) lail Processing and Distribution Center | j, Identify principal product or service Mail and Package Delivery | |
| The above-named employer has engaged in and is enga subsections) (3) practices are practices affecting commerce within the mi within the meaning of the Act and the Postal Fleorganiza | of the National L | abor Relations Act, and these unfair labor |
| Basis of the Charge (set forth a clear and con ilse state) | | , continue) |
| gainst the Employer alleging that (b)(6)(b)(7)(c) is imployer is also retaliating against (b)(6)(b)(7)(c) for no inverse to proper procedure. | | imployer created a hostile work |
| | ive full name, including local name and number) | |
|) (6), (b) (7)(C) filing charge (If labor organization, gi | ive full name, including local name and number) | 4b. Tel. No. (b) (6). (b) (7)(C) |
|) (6), (b) (7)(C)y filing charge (If labor organ zation, gli . Address (Street and number, city, state, and ZIP code) | ive full name, including local name and number) | |
|) (6), (b) (7)(C)y filing charge (If labor organ zation, gi a. Address (Street and number, city, state, and ZIP code) | ive full name, including local name and number) | 4b. Tel. No. (b) (6), (b) (7)(C) 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. |
| o) (6), (b) (7)(C)y filing charge (If labor organization, gli a. Address (Street and number, city, state, and ZIP code) | ive full name, including local name and number) | 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. |
|) (6), (b) (7)(C)y filing charge (If labor organ zation, gli a. Address (Street and number, city, state, and ZIP code) | ive full name, including local name and number) | 4c. Gell No. (b) (6), (b) (7)(C) |
| (6). (b) (7)(C)y filing charge (If labor organ zation, given as Address (Street and number, city, state, and ZIP code) (6), (b) (7)(C) | ive full name, including local name and number) | 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. 4e. e-Maii (b) (6), (b) (7)(C) |
| (b) (c) (d) (d) (e) filing charge (if labor organization, glice. Address (Street and number, city, state, and ZiP code) (6), (b) (7)(C) Full name of national or international labor or janization inganization) | ive full name, including local name and number) of which it is an affiliate or constituent unit (to be fille | 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. 4e. e-Maii (b) (6), (b) (7)(C) |
| (b) (6), (b) (7)(c) filing charge (If labor organization, glips) Address (Street and number, city, state, and ZIP code) (6), (b) (7)(C) Full name of national or international labor or janization inganization) (b) (6), (b) (7)(C) B. DECLARA has the stater | ive full name, including local name and number) of which it is an affiliate or constituent, unit (to be fille | 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. 4e. e-Mail (b) (6), (b) (7)(C) ed in when charge is filed by a labor |
| (b) (6), (b) (7)(c) filing charge (If labor organization, glips) Address (Street and number, city, state, and ZIP code) (6), (b) (7)(C) Full name of national or international labor or janization inganization) (b) (6), (b) (7)(C) B. DECLARA has the stater | ive full name, including local name and number) n of which it is an affiliate or constituent, unit (to be fille | 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. 4e. e-Mail (b) (6), (b) (7)(C) ed in when charge is filed by a labor Tel. No (b) (6), (b) (7)(C) |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

Case 19-CA-309977

DO NOT WRITE IN THIS SPACE

Date Filed 1/6/2023

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring. 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT a. Name of Employer (b) (6), (b) (7)(C) Starbucks Corporation c. Cell No. f. Fax. No. e. Employer Representative d. Address (Street, city, state, and ZIP code) q. e-mail 2401 Utah Ave S. Howard Schultz, CEO hschultz@starbucks.com Seattle, WA 98134 h. Number of workers employed 160,000 i. Identify principal product or service i. Type of Establishment (factory, mine, wholesaler, etc.) Food and Beverage Coffee Shop The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsection (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six months, and specifically starting around October 1, 2022 and running through the present, the Employer has violated the Act by communicating messages that may discourage employees from unionizing to its employees in its U.S. Benefits Plan Description 2022-2023. Given that this document is distributed to employees nationwide, the Union requests a nationwide remedy. 3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United 4a. Address (Street and number, city, state, and ZIP code) 4b. Tel. No. (646) 448-6414 Workers United 4c. Cell No. 22 South 22nd St Philadelphia, PA 19103 4d. Fax No. (215) 575-9065 4e. e-mail rminter@pjbwu.org 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union Tel. No. 6. DECLARATION I declare that I have read the above charge and that the statements (206) 257-6012 are true to the best of my knowledge and belief. Office, if any, Cell No. Gabe Frumkin, Attorney Fax No. (Print/type name and title or office, if any) (signature of representative or person making charge) (206) 378-4132 Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address Seattle, WA 98119 01/06/2023 frumkin@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | | |
|----------------------------|--------------|------------|
| Case | | Date Filed |
| | 19-CA-310209 | 1/11/2023 |

INSTRUCTIONS:

| File an original with NLRB Regional Director for the region in 1 FMPI | which the alleged unfair labor practice occurred or is occ OYER AGAINST WHOM CHARGE IS BROUGHT | urring. |
|---|---|--|
| a. Name of Employer | STEIN STAINET WHOM STAINED IS BROOGHT | b. Tel. No. |
| MultiCare Good Samaritan Hospital | | 253-697-4000 |
| | | c. Cell No. |
| | | f. Fax. No. |
| d. Address (Street, city, state, and ZIP code) | e. Employer Representative | g. e-mail |
| 401 15th Ave SE Puyallup, WA 98372 | (b) (6), (b) (7)(C) | (b) (6), (b) (7)(C) |
| , ayamap, w., vooo. <u>L</u> | | h. Number of workers employed 1,100 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital | j. Identify principal product or service Healthcare | |
| The above-named employer has engaged in and is engaged | ging in unfair labor practices within the meaning of sec | tion 8(a), subsections (1) and |
| (list subsections) (5) | | or Relations Act, and these unfair labor |
| practices are practices affecting commerce within the mea | aning of the Act, or these unfair labor practices are pra | actices affecting commerce within the |
| meaning of the Act and the Postal Reorganization Act. | | |
| 2. Basis of the Charge (set forth a clear and concise state | ement of the facts constituting the alleged unfair labor p | practices) |
| | | |
| (b) (7)(A) | | |
| (b) (7)(A) | | |
| | | |
| (1) (-) (1) | | |
| (b) (7)(A) | | |
| 3. Full name of party filing charge (if labor organization, g SEIU Healthcare 1199NW | ive full name, including local name and number) | |
| 4a. Address (Street and number, city, state, and ZIP code | e) | 4b. Tel. No. |
| 15 S Grady Way Suite 200 | | 425-917-1199 |
| Renton, WA 98057 | | 4c. Cell No. 425-919-7271 |
| | | 4d. Fax No. |
| | | 425-917-9707 |
| | | 4e. e-mail laurelw@seiu1199nw.org |
| 5. Full name of national or international labor organization | of which it is an affiliate or constituent unit (to be filled | in when charge is filed by a labor organization) |
| Service Employees Internation | onal Union | |
| | ARATION | Tel. No. |
| | ve charge and that the statements ny knowledge and belief. | 425-917-1199 |
| are true to the best of the | (b) (6), (b) (7)(C) | Office if any Cell No. (b) (6), (b) (7)(C) |
| ative or person making charge) | (Print/type name and title or office, if any) | Fax No. 425-917-9707 |
| Address 15 S Grady Way Suite 200 Rento | on, WA 98057 _{Date} | e-mail (b) (0), (b) (7)(C) |
| | | |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | | |
|----------------------------|--------------|----------------------|
| Case | 19-CA-310211 | Date Filed 1/11/2023 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

| File an original with NLRB Regional Director for the region in | OYER AGAINST WHOM CHARGE IS BROUGHT | curring. |
|--|---|--|
| a. Name of Employer | TEN AGAINST WHOM CHANGE IS BROOGHT | b. Tel. No. |
| | | 253-697-4000 |
| MultiCare Good Samaritan Hospital | | c. Cell No. |
| | | |
| | | f. Fax. No. |
| d Address (Street eity state and 7ID code) | o Employer Penrocentative | |
| d. Address (Street, city, state, and ZIP code) | e. Employer Representative (b) (6), (b) (7)(C) | g. e-mail |
| 401 15th Ave SE | | (b) (6), (b) (7)(C) |
| Puyallup, WA 98372 | | |
| | | h. Number of workers employed |
| | | 1,100 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) | | |
| Hospital | Healthcare | |
| The above-named employer has engaged in and is engaged in and is engaged. | | |
| (list subsections) (5) practices are practices affecting commerce within the me | | or Relations Act, and these unfair labor |
| meaning of the Act and the Postal Reorganization Act. | aning of the Act, of these unial labor practices are pra- | actices affecting confinence within the |
| Basis of the Charge (set forth a clear and concise state) | ement of the facts constituting the alleged unfair labor | nracticas) |
| 2. Dusis of the offdigo (see forth a diear and confose state | Smort of the facts constituting the alleged arrain labor | practicesy |
| // | | |
| (b) (7)(A) | | |
| | | |
| | | |
| (b) (7)(A) | | |
| | | |
| 3. Full name of party filing charge (if labor organization, g SEIU Healthcare 1199NW | ive full name, including local name and number) | |
| 4a. Address (Street and number, city, state, and ZIP code | | 4b. Tel. No. |
| | 5) | 425-917-1199 |
| 15 S Grady Way Suite 200 | | 4c. Cell No. |
| Renton, WA 98057 | | 425-919-7271 |
| | | 4d. Fax No. |
| | | 425-917-9707 |
| | | 4e. e-mail |
| | | laurelw@seiu1199nw.org |
| 5. Full name of national or international labor organization | n of which it is an affiliate or constituent unit (to be filled | |
| Service Employees Internation | | |
| Service Employees internation | orial Oriion | |
| | ARATION | Tel. No. |
| | ove charge and that the statements ny knowledge and belief. | 425-917-1199 |
| are and to the best of the | (b) (6), (b) (7)(C) | Office if any Cell No. (b) (6), (b) (7)(C) |
| | | |
| ative or person making charge) | (Print/type name and title or office, if any) | Fax No. |
| | | 425-917-9707 |
| | | |
| Address 15 S Grady Way Suite 200 Rente | on, WA 98057 _{Date} | e-mail (b) (8), (b) (7)(C) |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | | |
|----------------------------|--------------|-------------------------|
| Case | 19-CA-310220 | Date Filed 1/12/2023 |

INSTRUCTIONS:

| File an original with NLRB Regional Director for the region in 1. EMPL | Which the alleged untair labor practice occurred or is occurring. OYER AGAINST WHOM CHARGE IS BROUGHT. | ig. |
|---|---|---|
| a. Name of Employer | | b. Tel. No. |
| Sigma Design LLC contracted by Meta Platforms, Inc. | | (b) (6), (b) (7)(C) |
| | | c. Cell No. |
| | | |
| | | f. Fax. No. |
| d. Address (Street, city, state, and ZIP code) | e. Employer Representative | |
| 12916 Ne 125th Way Building #3 | (b) (6), (b) (7)(C) | g. e-mail |
| | (b) (6), (b) (7)(C) | (b)(6),(b)(7)()@sigmadzn.com |
| WA Kirkland 98034 | | h. Number of workers employed |
| | | 500 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) | j. Identify principal product or service | |
| Technology | Contracted labor by Meta | |
| | ging in unfair labor practices within the meaning of section | , |
| (list subsections) 1 | | elations Act, and these unfair labor |
| 1 | aning of the Act, or these unfair labor practices are practic | es affecting commerce within the |
| meaning of the Act and the Postal Reorganization Act. | | |
| 2. Basis of the Charge (set forth a clear and concise state | ement of the facts constituting the alleged unfair labor prac | tices) |
| | | |
| See additional page | | |
| | | |
| | | |
| | | |
| | | |
| (b) (6), (b) (7)(C) filing charge (if labor organization, g | ive full name, including local name and number) | |
| 4a. Address (Street and number, city, state, and ZIP code | | 4b. Tel. No. |
| 4a. Address (Street and number, City, State, and Zir Code | 5) | (b) (6), (b) (7)(C) |
| | | 4c. Cell No. |
| (b) (6), (b) (7)(C) | | (b) (6), (b) (7)(C) |
| | | 4d. Fax No. |
| | | |
| | | 4e. e-mail |
| | | (b) (6), (b) (7)(C) |
| 5. Full name of national or international labor organization | n of which it is an affiliate or constituent unit (to be filled in w | /hen charge is filed by a labor organization) |
| | | |
| C. DECI | ADATION | T |
| | ARATION ove charge and that the statements | Tel. No. (b) (6), (b) (7)(C) |
| are true to the best of m | ny knowledge and belief. | |
| (b) (6), (b) (7)(C) | (b) (6), (b) (7)(C) | Office, if any, Cell No. (b) (6), (b) (7)(C) |
| | | Fax No. |
| (signature of representative or person making charge) | (Print/type name and title or office, if any) | rax NU. |
| (b) (6), (b) (7)(C) | | e-mail |
| Address (b) (6), (b) (7)(C) | Date 01/12/2023 11:11:59 AM | (b) (6), (b) (7)(C) |
| | | |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Basis of the Charge

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by maintaining work rules that prohibit employees from discussing wages, hours, or other terms or conditions of employment.

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by maintaining work rules that prevent or discourage employees from forming, joining, or supporting a labor organization.

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

IATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | | |
|----------------------------|--------------|-------------------------|
| Case | 19-CA-310247 | Date Filed 1/12/2023 |

INSTRUCTIONS:

| 1. EMPL | OYER AGAINST WHOM CHARGE IS BROUGHT | |
|--|--|---|
| a. Name of Employer Home Depot Corp. USA | | b. Tel. No. (206) 575-9200 |
| | | c. Cell No. |
| | | f. Fax. No. |
| d. Address (Street, city, state, and ZIP code) 6810 S 180th Street Tukwila, WA 98188 | e. Employer Representative (b) (6), (b) (7)(C) | g. e-mail |
| | | h. Number of workers employed 175 |
| Type of Establishment (factory, mine, wholesaler, etc.) Retail | j. Identify principal product or service Home Improvement Supplies and Products | |
| ractices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. Basis of the Charge (set forth a clear and concise state Vithin the past six months, the above-named employment | ment of the facts constituting the alleged unfair labor | practices) s, interrogated an employee about their |
| | | |
| ther employees, and threatened an employee with | discipline. | |
| . Full name of party filing charge (if labor organization, g.)(6), (b) (7)(C) a. Address (Street and number, city, state, and ZIP code | discipline. ive full name, including local name and number) | 4b. Tel. No. |
| . Full name of party filing charge (if labor organization, g.)(6), (b) (7)(C) a. Address (Street and number, city, state, and ZIP code | discipline. ive full name, including local name and number) | |
| ther employees, and threatened an employee with other employees, and threatened an employee with strength of the control of th | discipline. ive full name, including local name and number) | 4b. Tel. No. |
| Ther employees, and threatened an employee with the second | discipline. ive full name, including local name and number) | 4b. Tel. No. 4c. Cell No. (b) (6), (b) (7)(C) |
| ther employees, and threatened an employee withFull name of party filing charge (if labor organization, g.) (6), (b) (7)(C) a. Address (Street and number, city, state, and ZIP code b) (6), (b) (7)(C) | discipline. ive full name, including local name and number) | 4b. Tel. No. 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. 4e. e mail (b) (6), (b) (7)(C) |
| ther employees, and threatened an employee with Full name of party filing charge (if labor organization, g.) (6), (b) (7)(C) a. Address (Street and number, city, state, and ZIP code o) (6), (b) (7)(C) b. Full name of national or international labor organization 6. DECL | ive full name, including local name and number) | 4b. Tel. No. 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. 4e. e mail (b) (6), (b) (7)(C) |
| Ther employees, and threatened an employee with the employees, and threatened an employee with the employees, and threatened an employee with the employees, and the employees, and the employees, and the employees with the employees, and the employees with the employees, and the employees with the employees, and threatened an employee with the employees, and threatened an employee with the employees, and threatened an employee with the employees, and the employees with the employees w | ive full name, including local name and number) | 4b. Tel. No. 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. 4e. e mail (b) (6), (b) (7)(C) 4d in when charge is filed by a labor organization |
| other employees, and threatened an employee with the state of party filing charge (if labor organization, go) (6), (b) (7)(C) La. Address (Street and number, city, state, and ZIP code b) (6), (b) (7)(C) E. Full name of national or international labor organization of the state | ive full name, including local name and number) of which it is an affiliate or constituent unit (to be fille) ARATION we charge and that the statements by knowledge and belief. | 4b. Tel. No. 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. 4e. e mail (b) (6), (b) (7)(C) ad in when charge is filed by a labor organization Tel. No. Office, if any, Cell No. |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

| DO NOT WRITE IN THIS SPACE | | |
|----------------------------|--------------|------------|
| Case | | Date Filed |
| | 19-CA-310274 | 1/13/2023 |

INSTRUCTIONS:

| File an original with NLRB Regional Director for the region in | which the alleged unfair labor practice occurred or is occu | rring. |
|--|---|--|
| 1. EMPL | OYER AGAINST WHOM CHARGE IS BROUGHT | |
| a. Name of Employer | | b. Tel. No. (b) (6), (b) (7)(C) |
| Starbucks Corporation | | c. Cell No. |
| | | f. Fax. No. |
| d. Address (Street, city, state, and ZIP code) | e. Employer Representative | |
| 2401 Utah Avenue, Suite 800 | Howard Schultz, CEO | g. e-mail hschultz@starbucks.com |
| Seattle, WA 98134 | | h. Number of workers employed |
| | | approx. 200 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) | j. Identify principal product or service | |
| Coffee Shop | Food and Beverage | |
| The above-named employer has engaged in and is engaged National Labor Relations Act, and these unfair labor practices affecting commerce within the meaning of the state of th | tices are practices affecting commerce within the mean ne Act and the Postal Reorganization Act. | ing of the Act, or these unfair labor practices |
| 2. Basis of the Charge (set forth a clear and concise state | ement of the facts constituting the alleged unfair labor p | ractices) |
| Within the past six months the Employer has | discriminated against Union members by ref | using to allow them to attend the |
| Holiday Party for Starbucks workers on the so | ole basis of their unionized status. | |
| | | |
| | | |
| | | |
| | | |
| | | |
| 3. Full name of party filing charge (if labor organization, g | ive full name, including local name and number) | |
| Workers United | | |
| 4a. Address (Street and number, city, state, and ZIP code | 9) | 4b. Tel. No. |
| | | (646) 448-6414 |
| 22 South 22 nd St | | 4c. Cell No. |
| Philadelphia, PA 19103 | | |
| | | 4d. Fax No. |
| | | (215) 575-9065 |
| | | 4e. e-mail |
| | | rminter@pjbwu.org |
| 5. Full name of national or international labor organization | n of which it is an affiliate or constituent unit (to be filled | in when charge is filed by a labor organization) |
| Service Employees International Union | · | , , , |
| 0 DE01 | ADATION | Tel. No. |
| | ARATION ve charge and that the statements | (206) 257-6001 |
| I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. | | ` ' |
| 1//2 4/19 | | Office, if any, Cell No. |
| (signature of paracontation or normalistic by | Marina Multhaup, Attorney | - Fou No |
| (signature of representative or person making charge) Barnard Iglitzin & Lavitt LLP | (Print/type name and title or office, if any) | Fax No. (206) 378-4132 |
| 18 West Mercer St., Ste. 400 | | e-mail |
| Address Seattle, WA 98119 | Date 01/13/2023 | multhaup@workerlaw.com |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | | |
|----------------------------|--------------|-------------------------|
| Case | 19-CA-310289 | Date Filed 1/13/2023 |

INSTRUCTIONS:

| a. Name of Employer | OYER AGAINST WHOM CHARGE IS BROUGHT | |
|---|---|---|
| a. Name of Employer OEG (d/b/a Pride Electric, Inc.) | | b. Tel. No. 425-454-3665 |
| | | c. Cell No. |
| | | |
| d. Address (Street, city, state, and ZIP code) 18133 NE 68th Street Suite D-120 Redmond, WA 98052 | e. Employer Representative (b) (6), (b) (7)(C) | g. e-mail (b) (6), (b) (7)(C) @oeg.com |
| | | h. Number of workers employed 100+ |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Contractor | j. Identify principal product or service Electrical Construction | |
| (list subsections) (5) practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise state) | aning of the Act, or these unfair labor practices are pr | |
| more bargaining unit employees regarding terms a outside the jurisdiction of Local 46 for the benefit Construction Agreement. | | |
| 3. Full name of party filing charge (if labor organization, g | 그래요 그는 것이 하면 이번 이번 경우를 살아서 있다. 이번에 가는 사람이 되는 것이 없는 것이 없는 것이 없는 것이 없는데 없는데 없는데 없는데 없는데 없다. | |
| International Brotherhood of Electrical Workers, L 4a. Address (Street and number, city, state, and ZIP code | ocal 46 | 4b. Tel. No. 253-395-6500 |
| International Brotherhood of Electrical Workers, L | ocal 46 | 4b. Tel. No. 253-395-6500 4c. Cell No. 253-499-3655 |
| International Brotherhood of Electrical Workers, L 4a. Address (Street and number, city, state, and ZIP code 19802 62nd Avenue South Suite 105 | ocal 46 | 253-395-6500 4c. Cell No. |
| International Brotherhood of Electrical Workers, L 4a. Address (Street and number, city, state, and ZIP code 19802 62nd Avenue South Suite 105 | ocal 46 | 253-395-6500 4c. Cell No. 253-499-3655 4d. Fax No. |
| International Brotherhood of Electrical Workers, L 4a. Address (Street and number, city, state, and ZIP code 19802 62nd Avenue South Suite 105 | ocal 46 | 253-395-6500 4c. Cell No. 253-499-3655 4d. Fax No. 253-872-7059 4e. e-mail ryan@ibew46.com |
| International Brotherhood of Electrical Workers, L 4a. Address (Street and number, city, state, and ZIP code 19802 62nd Avenue South Suite 105 Kent, WA 98032 5. Full name of national or international labor organization International Brotherhood of Electrical Workers 6. DECU- I declare that I have read the abo | n of which it is an affiliate or constituent unit (to be filled ARATION over charge and that the statements | 253-395-6500 4c. Cell No. 253-499-3655 4d. Fax No. 253-872-7059 4e. e-mail ryan@ibew46.com |
| International Brotherhood of Electrical Workers, L 4a. Address (Street and number, city, state, and ZIP code 19802 62nd Avenue South Suite 105 Kent, WA 98032 5. Full name of national or international labor organization International Brotherhood of Electrical Workers 6. DECU- I declare that I have read the abo | n of which it is an affiliate or constituent unit (to be fille | 253-395-6500 4c. Cell No. 253-499-3655 4d. Fax No. 253-872-7059 4e. e-mail ryan@ibew46.com d in when charge is filed by a labor organization) Tel. No. |
| International Brotherhood of Electrical Workers, L 4a. Address (Street and number, city, state, and ZIP code 19802 62nd Avenue South Suite 105 Kent, WA 98032 5. Full name of national or international labor organization International Brotherhood of Electrical Workers 6. DECU- I declare that I have read the abo | n of which it is an affiliate or constituent unit (to be filled ARATION we charge and that the statements ny knowledge and belief. | 253-395-6500 4c. Cell No. 253-499-3655 4d. Fax No. 253-872-7059 4e. e-mail ryan@ibew46.com d in when charge is filed by a labor organization) Tel. No. 425-941-5997 Office, if any, Cell No. |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | | |
|----------------------------|--------------|------------|
| Case | | Date Filed |
| | 19-CA-310293 | 1/13/2023 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

| File an original with NLRB Regional Director for the region in | which the alleged unfair labor practice occurred or is occur | ring. |
|--|--|---|
| 1. EMPL | OYER AGAINST WHOM CHARGE IS BROUGHT | |
| a. Name of Employer Starbucks Corporation | | b. Tel. No. (b) (6), (b) (7)(C) |
| | | c. Cell No. |
| | | f. Fax. No. |
| d. Address (Street, city, state, and ZIP code) | e. Employer Representative | a o moil |
| 425 Pike Street, Seattle, WA 98101 | Howard Schultz, CEO | g. e-mail hschultz@starbucks.com |
| | | h. Number of workers employed 17 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) | j. Identify principal product or service | |
| Coffee Shop | Food and Beverage | |
| The above-named employer has engaged in and is engaged National Labor Relations Act, and these unfair labor practices affecting commerce within the meaning of the state of th | tices are practices affecting commerce within the meani | |
| 2. Basis of the Charge (set forth a clear and concise state Within the past six months, on a nationwide ba | | |
| with the Union at 425 Pike Street, Seattle, WA | | |
| by the Union, and 2) not providing bargaining | | |
| process. | dates in a timery mainer thas dinawrany der | aying the concentre bargaining |
| process. | | |
| The Union requests 10(j) relief. | | |
| 3. Full name of party filing charge (if labor organization, g Workers United | ive full name, including local name and number) | |
| 4a. Address (Street and number, city, state, and ZIP code | 9) | 4b. Tel. No. |
| | | (646) 448-6414 |
| 22 South 22 nd St | | 4c. Cell No. |
| Philadelphia, PA 19103 | | |
| | | 4d. Fax No. |
| | | (215) 575-9065 |
| | | 4e. e-mail |
| | | rminter@pjbwu.org |
| 5. Full name of national or international labor organization | n of which it is an affiliate or constituent unit (to be filled in | n when charge is filed by a labor organization) |
| Service Employees International Union | | |
| 6. DECL | ARATION | Tel. No. |
| I declare that Thave read the above charge and that the statements | | (206) 257-6001 |
| are true to the best of my knowledge and belief. | | Office, if any, Cell No. |
| Marina Multhaup, Attorney | | - |
| (signature of representative or person making charge) Barnard Iglitzin & Lavitt LLP | (Print/type name and title or office, if any) | Fax No. (206) 378-4132 |
| 18 West Mercer St., Ste. 400 | | e-mail |
| Address Seattle, WA 98119 | Date_01/13/2023 | - multhaup@workerlaw.com |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD AMENDED CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | | |
|----------------------------|--------------|----------------------|
| Case | 19-CA-310293 | Date Filed 2/10/2023 |

| INSTRUCTIONS: | which the alleged unfair labor practice consurred or is one | |
|--|--|--|
| File an original with NLRB Regional Director for the region in 1. EMPL | OYER AGAINST WHOM CHARGE IS BROUGHT | urring. |
| a. Name of Employer | | b. Tel. No. |
| Starbucks Corporation | | (b) (6), (b) (7)(C) |
| | | c. Cell No. |
| | | f. Fax. No. |
| d. Address (Street, city, state, and ZIP code) | e. Employer Representative | - |
| 425 Pike Street, Seattle, WA 98101 | Howard Schultz, CEO | g. e-mail hschultz@starbucks.com |
| | | h. Number of workers employed 17 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop | j. Identify principal product or service Food and Beverage | |
| The above-named employer has engaged in and is engaged National Labor Relations Act, and these unfair labor practices affecting commerce within the meaning of the state of th | tices are practices affecting commerce within the mear | |
| 2. Basis of the Charge (set forth a clear and concise state Within the last six (6) months: Between about "Employer"): delayed in acknowledging the U located at 425 Pike Street in Seattle, Washingt | June 28, 2022 and September 23, 2022, Stanion's demands to meet and bargain for a fi | rbucks Corporation (the rst contract for Store #60580 |
| the Union with dates for an initial first contrac of bargaining dates and requests for dates from | | , despite the Union's multiple offers |
| 3. Full name of party filing charge (if labor organization, g Workers United | ive full name, including local name and number) | |
| 4a. Address (Street and number, city, state, and ZIP code | 2) | 4b. Tel. No. (646) 448-6414 |
| 22 South 22 nd St | | 4c. Cell No. |
| Philadelphia, PA 19103 | | is. son its. |
| - | | 4d. Fax No. |
| | | (215) 575-9065 |
| | | 4e. e-mail |
| | | rminter@pjbwu.org |
| 5. Full name of national or international labor organization | n of which it is an affiliate or constituent unit (to be filled | in when charge is filed by a labor organization) |
| Service Employees International Union | | |
| I declare that I have read the abo | ARATION ve charge and that the statements ny knowledge and belief. | Tel. No. (206) 257-6001 |
| alevide to the best of the | Marina Multhaup, Attorney | Office, if any, Cell No. |
| (signature of representative or person making charge) | (Print/type name and title or office, if any) | Fax No. |
| Barnard Iglitzin & Lavitt LLP | | (206) 378-4132 |
| 18 West Mercer St., Ste. 400 Address Seattle, WA 98119 | Date _2/10/2023 | e-mail — multhaup@workerlaw.com |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Address

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | | |
|----------------------------|--------------|-------------------------|
| Case | 19-CA-310294 | Date Filed 1/13/2023 |

| 1. EM | IPLOYER AGAINST WHOM CHARGE IS BROUGHT | |
|---|---|---|
| a. Name of Employer | | b. Tel. No. |
| Securitas Inc. | | 425-653-1454 |
| Socialities into | | c. Cell No. (b) (6), (b) (7)(C) |
| | | f. Fax. No. |
| d. Address (Street, city, state, and ZIP code) | e. Employer Representative | |
| 17930 International Blvd Suite #550, SeaTac, WA 98188 | (b) (6), (b) (7)(C) | g. e-mail (b) (6), (b) (7)(C)@securitasinc.com |
| | | h. Number of workers employed 1500 |
| Type of Establishment (factory, mine, wholesaler, etc. Security | j. Identify principal product or service Security Services | * |
| (list subsections) 8 (a) (1) and (5) | gaging in unfair labor practices within the meaning of sec of the National Lab meaning of the Act, or these unfair labor practices are pr | or Relations Act, and these unfair labor |
| | | |
| Full name of party filing charge (if labor organization Kelly Cox | n, give full name, including local name and number) | |
| 4a. Address (Street and number, city, state, and ZIP co | ode) | 4b. Tel. No. |
| 3720 Airport Way S | | 206-448-7348 |
| Seattle, WA 98134 | | |
| | | 4c. Cell No. 206-327-2541 |
| | | |
| | | 206-327-2541 |
| 5. Full name of national or international labor organiza | tion of which it is an affiliate or constituent unit (to be filled | 206-327-2541 4d. Fax No. 4e. e-mail kcox@seiu6.org |
| | | 206-327-2541 4d. Fax No. 4e. e-mail kcox@seiu6.org fin when charge is filed by a labor organization |
| 6. DEI | CLARATION above charge and that the statements | 206-327-2541 4d. Fax No. 4e. e-mail kcox@seiu6.org |
| 6. DEI | CLARATION above charge and that the statements of my knowledge and belief. | 206-327-2541 4d. Fax No. 4e. e-mail kcox@seiu6.org f in when charge is filed by a labor organization. Tel. No. |
| 6. DEI I declare that I have read the a | CLARATION above charge and that the statements | 206-327-2541 4d. Fax No. 4e. e-mail kcox@seiu6.org f in when charge is filed by a labor organization. Tel. No. 206-448-7348 Office, if any, Cell No. |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Date

1/13/23

kcox@seiu6.org

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | | |
|----------------------------|-------------------------|--|
| | Date Filed 1/17/2023 | |

INSTRUCTIONS:

| | Which the alleged unfair labor practice occurred or is occurring. OYER AGAINST WHOM CHARGE IS BROUGHT. | ig. |
|---|---|--|
| | OTERAGAINST WHOM CHARGE IS BROUGHT | h Tal Na |
| a. Name of Employer Mitsubishi Electric US, Inc. | | b. Tel. No. |
| Witsubisti Electric 03, Inc. | | (b) (6), (b) (7)(C) |
| | | c. Cell No. |
| | | |
| | | f. Fax. No. |
| d. Address (Street, city, state, and ZIP code) | e. Employer Representative | (425) 968-7537 |
| 127 10th St. S Suite 100 | (b) (6), (b) (7)(C) | g. e-mail |
| | | |
| WA Kirkland 98033-6761 | | |
| W/ Miniana 30035-0701 | | h. Number of workers employed |
| | | 30 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) | | |
| Construction | Elevators and Escalators | |
| The above-named employer has engaged in and is engaged | ging in unfair labor practices within the meaning of section | B(a), subsections (1) and |
| (list subsections) 3,1,2 | of the National Labor R | elations Act, and these unfair labor |
| practices are practices affecting commerce within the me | aning of the Act, or these unfair labor practices are practic | es affecting commerce within the |
| meaning of the Act and the Postal Reorganization Act. | | |
| 2. Basis of the Charge (set forth a clear and concise state | ement of the facts constituting the alleged unfair labor prac | ctices) |
| | | |
| See additional page | | |
| See additional page | | |
| | | |
| | | |
| | | |
| | | |
| (b) (6), (b) (7)(C) | rive full name, including local name and number) | |
| (b) (0), (b) (1)(C) | | |
| 4a. Address (Street and number, city, state, and ZIP cod | e) | 4b. Tel. No. |
| | | (b) (6), (b) (7)(C) |
| | | 4c. Cell No. |
| (b) (6), (b) (7)(C) | | (b) (6), (b) (7)(C) |
| | | 4d. Fax No. |
| | | |
| | | 4e. e-mail |
| | | (b) (6), (b) (7)(C) |
| 5. Full name of national or international labor organization | n of which it is an affiliate or constituent unit (to be filled in w | |
| 3. Full flattle of flational of international labor organizatio | The which it is an animate of constituent unit (to be tilled in w | There charge is filed by a labor organization) |
| | | |
| 6. DECL | ARATION | Tel. No. |
| I declare that I have read the above charge and that the statements | | (b) (6), (b) (7)(C) |
| are true to the best of my knowledge and belief. | | Office if any Call No |
| (b) (6), (b) (7)(C) | | Office, if any, Cell No. (b) (6), (b) (7)(C) |
| | | |
| (signature of representative or person making charge) | (Print/type name and title or office, if any) | Fax No. |
| (b) (6), (b) (7)(C) | | |
| Address | Date 01/14/2023 09:58:13 PM | e-mail |
| Address (b) (6), (b) (7)(C) | | |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Basis of the Charge

8(a)(3)

Within the previous six months, the Employer refused to hire an employee(s) because the employee(s) joined or supported a labor organization and in order to discourage union activities or membership.

| Name of employee refused hire | Approximate date of refusal to hire |
|-------------------------------|-------------------------------------|
| (b) (6), (b) (7)(C) | ^{ଭାରେ ଭାଟ} /2022 |

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by engaging in surveillance or creating impression of surveillance of employees' union activities.

8(a)(2)

Within the previous six months, the Employer has provided unlawful assistance and support to a labor organization.

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

AMENDED

Case 19-CA-310360 Date Fi

Date Filed 1/17/2023

INSTRUCTIONS:

| File an original with NLRB Regional Director for the region in 1. EMPL | OYER AGAINST WHOM CHARGE IS BROUGHT | curring. |
|---|--|--|
| a. Name of Employer Mitsubishi Electric US, Inc. Elevator and Escalator Division www.Mitsubishi.Elevator.com | | b. Tel. No. (b) (6), (b) (7)(C) c. Cell No. |
| d. Address (Street, city, state, and ZIP code) 127 10th St. S. Suite 100 Kirkland, WA 98033-6761 | e. Employer Representative (b) (6), (b) (7)(C) | (425) 968-7537 g. e-mail |
| | | h. Number of workers employed 80,728 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Elevators and Escalators Construction | j. Identify principal product or service Elevators and Escalators | |
| (list subsections) 8(a) (2) (3) practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. | | or Relations Act, and these unfair labor actices affecting commerce within the |
| (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) The unsatisfactory conduct (b) (6), (b) (6), (c) (d) (d) (d) (d) (d) (d) (d) (d) (d) (d | structors IUEC, Local 19. Evidence of Blacklisi | rights within my labor ing (b) (6), (b) (7)(C) |
| (b) (6), (b) (7)(C) 4a. Address (Street and number, city, state, and ZIP code (b) (6), (b) (7)(C) | 2) | 4b. Tel. No. (b) (6), (b) (7)(C) |
| | | 4c. Cell No. (b) (6), (b) (7)(C) |
| | | 4d. Fax No. 4e. e-mail (b) (6), (b) (7)(C) |
| 5. Full name of national or international labor organization | of which it is an affiliate or constituent unit (to be filled | d in when charge is filed by a labor organization) |
| (b) (6), (b) (7)(C) and the abo | ARATION we charge and that the statements | Tel. No. (b) (6), (b) (7)(C) |
| be best of my knowledge and belief. (b) (6), (b) (7)(C) | | (b) (6). (b) (7)(C) |
| (b) (6), (b) (7)(C) | (Print/lype name and title or office, if any) | Fax No. |
| Address Date 1/14/2023 | | (b) (6), (b) (7)(C) |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | | |
|----------------------------|------------|--|
| Case | Date Filed | |
| 19-CA-310391 | 1/17/2023 | |

INSTRUCTIONS:

| File an original with NLRB Regional Director for the region 1. EMI | PLOYER AGAINST WHOM CHARGE IS BROUGHT | |
|--|--|--|
| a. Name of Employer Matson Siding, Inc. | | b. Tel. No. 360.687.8968 |
| | | c. Cell No. |
| | | f. Fax. No. 360,687.8968 |
| d. Address (Street, city, state, and ZIP code) 31701 NE Healy Rd. Amboy, WA 98601 | e Employer Representative (b) (6), (b) (7)(C) | g. e-mail office@matsoninc.net |
| | | h. Number of workers employed 250 |
| i. Type of Establishment (lactory, mine, wholesaler, etc. Construction Contractor | J. Identify principal product or service Siding Installation | |
| The above-named employer has engaged in and is eng (list subsections) (5) practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. | of the National La | bor Relations Act, and these unfair labor |
| agreement that was negotiated between the employer changed the wages, bypassed the union. The union and the employer have set the matter to a set | n, failed to recognize the union, and dealt directly regarding contract violations for arbitration on Managive full name, including local name and number) | y with employees. |
| Pacific Northwest Regional Council of Carpenter 4a. Address (Street and number, city, state, and ZIP co | rs . | 4b. Tel. No. |
| 25120 Pacific Highway South Suite 200 | ue) | 253-945-8880 |
| Kent, Washington 98032 | | 4c. Cell No. |
| | | 4d. Fax No. 253-839-4908 |
| | | 4e. e-mail pnwrc@nwcarpenters.org |
| 5. Full name of national or international labor organization. United Brotherhood of Carpenters and Joiners of | | d in when charge is filed by a labor organization) |
| I declare that I have read the ab | LARATION pove charge and that the statements | Tel, No. 213.488.4100 |
| Address 533 S. Fremont Ave., Los Angeles, CA 90071 pare true to the best of my knowledge and bellef. Jenifer Anisman (Print/type name and title or office, if any) Date January 17, 2023 | | Office, if any, Cell No. |
| | | Fax No. |
| | | e-mail |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | | |
|----------------------------|--------------|-----------|
| Case | 19-CA-310443 | 1/17/2023 |

(b) (6), (b) (7)(C)

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring. 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT b. Tel. No. 509-543-1919 a. Name of Employer Tri-Cities Community Health c. Cell No. f. Fax. No. 509-547-6670 e. Employer Representative Human Resources Director d. Address (Street, city, state, and ZIP code) 800 W. Court Street, Pasco, WA 99301 g. e-mall h. Number of workers employed 100 I. Type of Establishment (factory, mine, wholesaler, etc.) J. Identify principal product or service Medical Clinic Medical Services The above named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and of the National Labor Relations Act, and thest unfair labor (list subsections) practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six (6) months, the above named Employer refused the Charging Party's request for Union representation during in violation of (0)(6). Weingarten rights. 3. Full name of party filing charge (If labor organization, give full name, including local name and number) (b) (6), (b) (7)(C) 4a, Address (Street and number, city, state, and ZIP code) 4b, Tel, No. (b) (6), (b) (7)(C) 4c. Cell No. 4d. Fax No. 4e, e-mail (b) (6), (b) (7)(C) 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Tel. No. (b) (6), (b) (7)(C) 6. DECLARATION I declare that I have read the above charge and that the statements f my knowledge and belief. (b) (6), (b) (7)(C) Office, if any, Cell No. (b) (6), (b) (7)(C) (Print/type name and title or office, if any) Fax No. e mall Address (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

Case 19-CA-310479 Date Filed 1/17/2023

INSTRUCTIONS

| 1. EMPL | OYER AGAINST WHOM CHARGE IS BROUGHT | |
|--|---|---|
| a. Name of Employer JAYM Enterprises, LLC d/b/a MFused | | b. Tel. No. (b) (6), (b) (7)(C) |
| | | c. Cell No. |
| | | f. Fax. No. |
| d. Address (Street, city, state, and ZIP code) 9369 8th Ave S., Suite A., Seattle, WA 98108 3217 | e, Employer Representative (b) (6), (b) (7)(C) | g. e mail (b) (6), (b) (7)(C) @mfused.com |
| | | h. Number of workers employed 60 |
| i. Type of Establishment (lactory, mine, wholesaler, etc.) Cannabis Processor | j. Identify principal product or service Cannabis Concentrate products | |
| The above named employer has engaged in and is engaged | ging in unfair labor practices within the meaning of se | ection 8(a), subsections (1) and |
| (list subsections) (1) and (3) | | bor Relations Act, and these unfair labor |
| practices are practices affecting commerce within the me | | |
| meaning of the Act and the Postal Reorganization Act. | anny or morror or mose annum nasor pressures and p | |
| Basis of the Charge (set forth a clear and concise state | amont of the feets constitution the alleged and in the | r menational |
| job responsibilities before terminating his employs 3. Full name of party filing charge (if labor organization, g United Food and Commercial Workers Union, Loc | | |
| 4a. Address (Street and number, city, state, and ZIP code Attn: Chris Arellano | 9) | 4b. Tel. No. 206-436-6629 |
| 5030 1st Ave. S. #200 Seattle, WA 98134 | | 4c. Cel No. |
| | | 4d. Fax No. |
| à | | 4e. e-mail carellano@ufcw3000.org |
| 5. Full name of national or international labor organization United Food and Commercial Workers Internation | | ed in when charge is filed by a labor organization, |
| I declare that I have read the abo | ARATION ove charge and that the statements | Tel. No. 253-528-0277 |
| are true to the best | nowledge and belief. Aaron Streepy, Attorney | Office, if any, Cell No. |
| (signature of representative or person making charge) | (Print/type name and title or office, if any) | Fax No. |
| Address 4218 227th Ave Ct. E, Buckley, WA 983 | 21 Date 1-17-23 | e-mail aaron@streepylaw.com |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case 19-CA-310482 Date Filed 1/17/2023

INSTRUCTIONS:

| File an original with NLRB Regional Director for the region in 1. EMPL | OYER AGAINST WHOM CHARGE IS BROUGHT | corring. |
|--|---|--|
| a. Name of Employer JAYM Enterprises, LLC d/b/a MFused | | b. Tel. No. (b) (6), (b) (7)(C) |
| | | c. Cell No. |
| | T. 5. 1. 2. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. | f. Fax. No. |
| d. Address (Street, city, state, and ZIP code) 9369 8th Ave S Seattle, WA 98108-3217 | (b) (6), (b) (7)(C) | g. e-mail (b) (6), (b) (7)(C) @mfused.com |
| | | h. Number of workers employed 60 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Cannabis Processor | j. Identify principal product or service Cannabis Concentrate products | |
| The above named employer has engaged in and is engaged | ging in unfair labor practices within the meaning of se | ction 8(a), subsections (1) and |
| (list subsections) (1) and (3) | | oor Relations Act, and these unfair labor |
| practices are practices affecting commerce within the me | aning of the Act, or these unfair labor practices are pr | actices affecting commerce within the |
| meaning of the Act and the Postal Reorganization Act. | | |
| 3. Full name of party filing charge (If labor organization, g United Food and Commercial Workers Union, Loc | nive full name, including local name and number) cal No. 3000 | |
| 4a. Address (Street and number, city, state, and ZIP code Attn: Chris Arellano | e) | 4b. Tel. No. 206-436-6629 |
| 5030 1st Ave. S. #200 Seattle, WA 98134 | | 4c. Ce I No. |
| | | 4d. Fax No. |
| · · | | 4e. e-mail carellano@ufcw3000.org |
| 5. Full name of national or international labor organization United Food and Commercial Workers Internation | | d in when charge is filed by a labor organization) |
| I declare that I have read the abo | ARATION ARATION statements | Tel. No. 253-528-0277 |
| are true to the best of | ny knowledge and belief. Aaron Streepy, Attorney | Office, if any, Cell No. |
| (Signature of representative or person making charge) | (Print/type name and title or office, if any) | Fax No. |
| Address 4218 227th Ave Ct. E, Buckley, WA 983 | 21 Date 1-17-23 | e-mail aaron@streepylaw.com |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

Amended

| DO NOT WRITE IN THIS SPACE | | |
|----------------------------|--------------|------------|
| Case | 10.04.240402 | Date Filed |
| | 19-CA-310482 | 6/1/2023 |

INSTRUCTIONS:

| File an original with NLRB Regional Director for the region in 1. EMPL | OYER AGAINST WHOM CHARGE IS BROUGHT | carrings | |
|---|--|--|--|
| a. Name of Employer JAYM Enterprises, dba MFused | | b. Tel. No. (b) (6), (b) (7)(C) c. Cell No. | |
| | | f. Fax. No. | |
| d. Address (Street, city, state, and ZIP code) 9369 8th Ave S, Seattle, WA 98108 | e. Employer Representative (b) (6), (b) (7)(C) | g. e-mail (b) (6), (b) (7)(C) ₂ mfused.com | |
| | | h. Number of workers employed | |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Cannnabis Processor | | | |
| The above-named employer has engaged in and is engaged (list subsections) 8(a)(1), 8(a)(3) practices are practices affecting commerce within the me meaning of the Act and the Postal Reorganization Act. | of the National Lab | or Relations Act, and these unfair labor | |
| Full name of party filing charge (if labor organization, g United Food and Commercial Workers Local 300) | | | |
| United Food and Commercial Workers Local 3000 | 0 | Two Salas | |
| 4a. Address (Street and number, city, state, and ZIP code 23040 Pacific Hwy S., Des Moines, WA 98198 | 8) | 4b. Tel. No. | |
| | | 4c. Cell No. 360.409.0241 | |
| | | 4d. Fax No. | |
| | | 4e. e-mail carellano@ufcw3000.org | |
| 5. Full name of national or international labor organization United Food and Commercial Workers Internation | | d in when charge is filed by a labor organization) | |
| DECLARATION I declare that I have read the above charge and that the statements | | | |
| | | Tel. No. | |
| | ove charge and that the statements ny knowledge and belief Chris Arellano; Organizer/Rep | Tel. No. Office, if any, Cell No. 360,409,0241 | |
| | ny knowledge and belief. | Office, if any, Cell No. | |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | | |
|----------------------------|------------|--|
| Case | Date Filed | |
| 19-CA-310569 | 1/18/2023 | |

INSTRUCTIONS:

| 1 FMPI | OYER AGAINST WHOM CHARGE IS BROUGHT | uring. |
|---|---|--|
| a. Name of Employer | STERVIOLINET WHOM ON MICE TO BROODIN | b. Tel. No. |
| Starbucks Corporation | | b. Tel. No. |
| | | - Oall Nie |
| | | c. Cell No. |
| | | |
| | | f. Fax. No. |
| d. Address (Street, city, state, and ZIP code) | e. Employer Representative | |
| 2401 Utah Ave S, | Howard Schultz | g. e-mail |
| Seattle, WA 98134 | | hschultz@starbucks.com |
| | | h. Number of workers employed |
| | | Approx. 24 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) | j. Identify principal product or service | |
| Coffee Shop | Food and Beverage | |
| The above-named employer has engaged in and is eng | gaging in unfair labor practices within the meaning | of section 8(a), subsection (1) and (3) of |
| the National Labor Relations Act, and these unfair labor | | |
| abor practices are practices affecting commerce within | the meaning of the Act and the Postal Reorganiza | ation Act. |
| | | |
| Basis of the Charge (set forth a clear and concise state) | ament of the facts constituting the alleged unfair labor | nractices) |
| Within the past six months the Employer has il | | |
| employee (b) (6), (b) (7)(C) at the 4 th & Diago | • | • |
| issuing discipline in the absence of any wrongo | | |
| against prove for asking for a union representative | | wiii, and retailating |
| against and to asking for a union representative | re during air investigatory meeting. | |
| | | |
| 3. Full name of party filing charge (if labor organization, g | ive full name, including local name and number) | |
| Workers United | | |
| 4a. Address (Street and number, city, state, and ZIP code | 9) | 4b. Tel. No. |
| 22 South 22 nd St | | (646) 448-6414 |
| Philadelphia, PA 19103 | | 4c. Cell No. |
| | | 4d. Fax No. |
| | | (215) 575-9065 |
| | | 4e. e-mail |
| | | rminter@pjbwu.org |
| 5. Full name of national or international labor organization | n of which it is an affiliate or constituent unit (to be filled | |
| Service Employees International Union | | |
| A 6 DECL | ARATION | Tel. No. |
| | ve charge and that the statements | (206) 257-6001 |
| are true to the best of m | ny knowledge and belief. | , |
| 11/1/1/1/1/1 | Marina Multhaup, Attarney | Office, if any, Cell No. |
| (signature of representative or person making charge) | Marina Multhaup, Attorney (Print/type name and title or office, if any) | |
| (signature or representative or person making charge) | (Ennoughe hame and due of onice, if ally) | Fax No. |
| Barnard Iglitzin & Lavitt LLP | | 206-378-4132 |
| 18 West Mercer St., Ste. 400 Address Seattle, WA 98119 | Date 4/49/2022 | e-mail |
| Audiess Sealie, WA 30113 | Date <u>1/18/2023</u> | multhaup@workerlaw.com |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | | | |
|----------------------------|--------------|------------|--|
| Case | | Date Filed | |
| | 19-CA-310580 | 1/18/2023 | |

INSTRUCTIONS:

| File an original with NLRB Regional Director for the region in | which the alleged unfair labor practice occurred or isoccurring | ıg. |
|--|--|---|
| | OYER AGAINST WHOM CHARGE IS BROUGHT | |
| a. Name of Employer | | b. Tel. No. |
| Amalgamated Transit Union Local 587 | | (206) 448-8588 |
| | | c. Cell No. |
| | | (206) 755-7463 |
| | | f. Fax. No. |
| d. Address (Street, city, state, and ZIP code) | e. Employer Representative | (206) 448-4482 |
| 13028 Interurban Ave S Suite 116 | (b) (6), (b) (7)(C) | g. e-mail |
| | (b) (6), (b) (7)(C) | (L) (C) (L) (7)(C) (C) (1 C) |
| WA Tukwila 98168 | | (b) (6), (b) (7)(C) @atu587.org |
| VVA Tukwila 90100 | | h. Number of workers employed |
| | | 4 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) | | |
| Others | Labor Union | |
| The above-named employer has engaged in and is engaged | ging in unfair labor practices within the meaning of section a | 8(a), subsections (1) and |
| (list subsections) 5 | | elations Act, and these unfair labor |
| | aning of the Act, or these unfair labor practices are practic | es affecting commerce within the |
| meaning of the Act and the Postal Reorganization Act. | | |
| 2. Basis of the Charge (set forth a clear and concise state | ement of the facts constituting the alleged unfair labor prac | ctices) |
| | | |
| See additional page | | |
| l coo additional page | | |
| | | |
| | | |
| | | |
| | | |
| (b) (6), (b) (7)(C) illing charge (if labor organization, g | ive full name, including local name and number) | |
| | | T = |
| 4a. Address (Street and number, city, state, and ZIP code) | | 4b. Tel. No. |
| | | (b) (6), (b) (7)(C) |
| (b) (6), (b) (7)(C) | | 4c. Cell No. |
| | | |
| | | 4d. Fax No. |
| | | |
| | | 4e. e-mail |
| | | (b) (6), (b) (7)(C) |
| 5. Full name of national or international labor organizatio | n of which it is an affiliate or constituent unit (to be filled in w | then charge is filed by a labor organization) |
| | | |
| | | |
| | ARATION ove charge and that the statements | Tel. No. |
| are true to the heet of r | ny knowledge and belief. | (b) (6), (b) (7)(C) |
| (b) (6), (b) (7)(C) | | Office, if any, Cell No. |
| (b) (6), (b) (7)(C) | | |
| (signature of representative or person making charge) | (Print/type name and title or office, if any) | Fax No. |
| | (| |
| (b) (6), (b) (7)(C) | | e-mail |
| Address (b) (6), (b) (7)(C) | Date 01/18/2023 08:57:45 AM | (b) (6), (b) (7)(C) |
| | | |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Basis of the Charge

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees.

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by making unilateral changes in terms and conditions of employment.

| List Changes | Approximate date of change |
|--|----------------------------|
| One employee being paid @ rate outside of contract | 01/15/2020 |

Form NLRB - 501 (3-21)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

AMENDED

INSTRUCTIONS:

CHARGE AGAINST EMPLOYER

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

DO NOT WRITE IN THIS SPACE

Case Date Filed

19-CA-310580 1/31/2023

| | EMPLOYER AGAINST WHOM CHARGE | IS BROUGHT |
|--|--|--|
| Name of Employer Amalgamated Transit Union Local 587 | | b. Tel. No. (206)448-8588 c. Cell No. (b) (6), (b) (7)(C) |
| d. Address (Street, city, state, and ZIP code) 13028 Interurban Ave S, Suite 116, Tukwila, WA 98168 | e. Employer Representative (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) | f. Fax No (206)448-4482 g. e mail (b) (6), (b) (7)(C) @atu587.org h. Number of Workers Employed |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Labor Organization | j. Identify Principal Product or Service Collective Bargaining | nin the meaning of section 8(a), subsections (1) (3) and |
| unfair labor practices are practices affecting cor 2. Basis of the Charge (set forth a clear and cor (1) Within the previous six months, t collective bargaining representative (2) Within the previous six months, t collective bargaining representative employment. | mmerce within the meaning of the Act and the noise statement of the facts constituting the acts to be the Employer failed and refused to be of its employees. The Employer failed and refused to be of its employees by making unilated the Employer discriminated against | palleged unfair labor practices) coargain in good faith with the union as the coargain in good faith with the union as the coargain in good faith with the union as the ral changes in terms and conditions of (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) by |
| 3. Full name of party filing charge (if labor organ (b) (6), (b) (7)(C) | | |
| 4a. Address (Street and number, city, state, and (b) (6), (b) (7)(C) | d ZIP code) | 4b. Tel. No. (b) (6), (b) (7)(C) |

| (b) (6), (b) (7)(C) 4a. Address (<i>Street and number, o</i> (b) (6), (b) (7)(C) | city, state, and ZIP code) | 4b. Tel. No. (b) (6), (b) (7)(C) 4c. Cell No. |
|---|---|--|
| | | 4d. Fax No. |
| | | 4e. e mail (b) (6), (b) (7)(C) |
| | | |
| organization) | ECLARATION | Tel No |
| organization) | ECLARATION rge and that the statements are true to the best of my | Tel. No. (b) (6), (b) (7)(C) |
| organization) | rge and that the statements are true to the best of my vledge and belief. | Tel. No. (b) (6), (b) (7)(C) Office, if any, Cell No. |
| 5. Full name of national or internal organization) (b) (6), (b) (7)(C) | rge and that the statements are true to the best of my | (b) (6), (b) (7)(C) |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Form NLRB - 501 (3-21)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

INSTRUCTIONS:

of the Union.

CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | | |
|----------------------------|------------|--|
| Case | Date Filed | |
| 19-CA-310619 | 1/18/2023 | |

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| a. Name of Employer HF Sinclair Refinery | | b. Tel. No. 360 293-0800 | |
|---|---|--|--|
| | | c. Celi No. | |
| d. Address (Street, city, state, and ZIP code) 8505 S Texas Road, Anacortes, WA | e. Employer Representative (b) (6), (b) (7)(C) | f. Fax No. | |
| 98221 | (5) (6), (5) (1)(6) | (b) (6), (b) (7)(C) #F5,nclair, 90 | |
| i. Type of Establishment (factory, mine, | j. Identify Principal Product or Service | 300 | |
| wholesaler, etc.) | J. Mentily Principal Product of Service | | |
| Refinery | Oil | | |
| The above-named employer has engaged in an National Labor Relations Act, and these unfair lab practices are practices affecting commerce within | or practices are practices affecting commerce | e within the meaning of the Act, or these unfair labor | |
| 2. Basis of the Charge (set forth a clear and cond | se statement of the facts constituting the alleg | ged unfair labor practices) | |
| On or about December 19, 2022, the | Employer notified the Union they we | re unilaterally changing the sick leave policy | |

benefits and in January 2023 the Employer unilaterally implemented this change. This was done without the consent

3. Full name of party filing charge (if labor organization, give full name, including local name and number) United Steelworkers Local 12-591 4a. Address (Street and number, city, state, and ZIP code) 4b. Tel. No 47 Alder Lane (b) (6), (b) (7)(C) 4c. Cell No. Mount Vernon, WA 98273 4d. Fax No. ^{4e. e-mail} (b) (6), (b) (7)(C) 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be by a labor organization) (b) (6), (b) (7)(C) 6. DECLARATION (b) (6), (b) (7)(C) charge and that the statements are true to the best of my knowledge and belief. Office, if any, Cell No. (b) (6), (b) (7)(C) making charge) (Print/type name and title or office, if Fax No. any) (b) (6), (b) (7)(C) Address: Date: (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

1-18-2023

USW 12-591 Fax

11:23:04 a.m. 03-31-2023

1/12

FORM EXEMPT UNDER 44 U.S.C.3512

INTERNET FORM NLRB-501 (2-08)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

| v | TOTAL ENEMA TOTAL TYOURS | |
|----------------------------|--------------------------|--|
| DO NOT WRITE IN THIS SPACE | | |
| Case | Date Filed | |
| 19-CA-310619 | 3/31/2023 | |

| NSTRUCTIONS: | | 15-07-010015 | 3/3/1/2023 |
|---|----------------------------------|--|---|
| ile an original with NLRB Regional Director for the region in which | th the alleged unfair labor pra | ctice occurred or is occurri | ng. |
| | R AGAINST WHOM CHA | RGE IS BROUGHT | I |
| a. Name of Employer | | | b. Tel. No. 360 293-0800 |
| HF Sinclair | | | c. Coll No. |
| | | | c. Cell No. |
| | | | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) | | ntative | |
| 8505 S Texas Road, Anacortes, WA 98221 | (b) (6), (b) (7)(C) | | g. e-Mail |
| | | | (b) (6), (b) (7)(C) hfsinclair.com |
| | | | h. Number of workers employed |
| | | | 300 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) | j. Identify principal pro | oduct or service | |
| refinery | oil | | |
| k. The above-named employer has engaged in and is engag | ing in unfair labor practices | within the meaning of sec | tion 8(a), subsections (1) and (list |
| subsections) 5 & 8(d) | | of the National Lah | or Relations Act, and these unfair labor |
| practices are practices affecting commerce within the mea | aning of the Act or these un | | |
| within the meaning of the Act and the Postal Reorganization | | ian iasor practices are an | produce ancoming commence |
| Basis of the Charge (set forth a clear and concise statement) | ent of the facts constituting | the alleged unfair labor or | actices) |
| Within the past 6 months, the Union learned that | 일반하다 맛이 되자 하는 것은 모양하다. | | |
| without the consent of the Union. | the Employer had un | naterally made chang | ges to its sick leave policy, |
| without the consent of the officir. | | | |
| On should Newspher 14, 2022, the Francisco the | ough (b) (6) (b) (7)(C) (b | | that if they beat acception a |
| On about November 14, 2022, the Employer, thr | | | s that if they kept pursuing a |
| grievance over sick leave policy changes, wo | uid change employees | s schedules. | |
| | | | |
| | | | |
| | | | |
| | | | |
| 3. Full name of party filing charge (if labor organization, give | full name, including local na | ame and number) | |
| | | | |
| United Steelworkers, Local 12-591 | | | |
| 4a. Address (Street and number, city, state, and ZIP code) | | | 4b. Tel. No. (b) (6), (b) (7)(C) |
| 47 Alder Lane | | | 4c. Cell No. |
| Mount Vernon, WA 98273 | | | 40. Och No. |
| , | | | 4d. Fax No. |
| | | | |
| | | | 4e. e-Mail |
| | | | (b) (6), (b) (7)(C) |
| 5. Full name of national or international labor organization of | f which it is an affiliate or co | nstituent unit (to be filled i | n when charge is filed by a labor |
| organization) United Steelworkers | | The state of the s | 2. 2. 2. 2. 2. 2. 2. 2. 2. 2. 2. 2. 2. 2 |
| Office desirations | | | |
| (b) (6), (b) (7)(C) 6. DECLARATION and that the statement | | 20.000 CV2.4 | Tel. No. |
| e and that the statement | nts are true to the best of my | knowledge and belief. | (b) (6), (b) (7)(C) |
| | | | Office, if any, Cell No. |
| (b |) (6), (b) (7)(C) | | |
| king charge) | (Print/type name and title or | office, if any) | Fax No. |
| | | | TO THE RESERVE TO THE PARTY OF |
| | | 2010.00 | e-Mail |
| (b) (c) (b) (7)(C) | | | |
| Address (b) (6), (b) (7)(C) | | 3-31-2023 | (b) (6), (b) (7)(C) |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

| | DO NOT WRITE IN 1 | HIS SPACE |
|------|-------------------|-------------------------|
| Case | 19-CA-310638 | Date Filed 1-19-2023 |

INSTRUCTIONS:

| | OVER AGAINST WHOM CHARGE IS BROUGHT | |
|--|--|--|
| a. Name of Employer | | b. Tel. No. |
| JACOBS TECHNOLOGY | | (b) (6), (b) (7)(C) |
| | | c. Cell No. |
| | | f. Fax. No. |
| | e. Employer Representative | g e mail |
| | (b) (6), (b) (7)(C) | (b) (6), (b) (7)(C) |
| Silverdale, WA 98315-1002 | | h. Number of workers employed 225 |
| Type of Establishment (factory, mine, wholesaler, etc.) WS BASE CONTRACTOR | , Identify principal product or service REPAIR AND MAINTENACE | |
| (list subsections) 3 (RETALIATION UNION INVOLV practices are practices affecting commerce within the mea meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise state) | ning of the Act, or these unfair labor practices are | |
| COMPANY IS SUBJECTING ME TO GREATER | | |
| 3. Full name of party filing charge (if labor organization, gi | ve full name, including local name and number) | |
| 3. Full name of party filing charge (if labor organization, gin (b) (6), (b) (7)(C) UNITED STEELWORKERS, LO 4a. Address (Street and number, city, state, and ZIP code) | ve full name, including local name and number) DCAL 9241 | 4b. Tel. No. |
| 3. Full name of party tiling charge <i>(if labor organization, gi</i> i (b) (6), (b) (7)(C) <mark>UNITED STEELWORKERS, L</mark> O | ve full name, including local name and number) DCAL 9241 | 4c. Cell Na. |
| 3. Full name of party filing charge (if labor organization, given) (b) (6), (b) (7)(C) UNITED STEELWORKERS, LOTAL Address (Street and number, city, state, and ZIP code) | ve full name, including local name and number) DCAL 9241 | |
| 3. Full name of party filing charge (if labor organization, gin (b) (6), (b) (7)(C) UNITED STEELWORKERS, LO 4a. Address (Street and number, city, state, and ZIP code) | ve full name, including local name and number) DCAL 9241 | 4c. Cell No. 3609796648 |
| 3. Full name of party filing charge (if labor organization, gii (b) (6), (b) (7)(C) UNITED STEELWORKERS, Lo 4a. Address (Street and number, city, state, and ZIP code, PO BOX 1430 | ve full name, including local name and number) DCAL 9241 | 4c. Cell No. 3609796648 4d. Fax No. (b) (6), (b) (7)(C) |
| 3. Full name of party filing charge (if labor organization, gii (b) (6), (b) (7)(C) UNITED STEELWORKERS, LO ta. Address (Street and number, city, state, and ZIP code, PO BOX 1430 | ve full name, including local name and number) DCAL 9241 | 4c. Cell No. 3609796648 4d. Fax No. (b) (6), (b) (7)(C) |
| B. Full name of party filing charge (if labor organization, gii (b) (6), (b) (7)(C) UNITED STEELWORKERS, LO ta. Address (Street and number, city, state, and ZIP code, PO BOX 1430 | of which it is an affiliate or constituent unit (to be fi | 4c. Cell No. 3609796648 4d. Fax No. (b) (6), (b) (7)(C) |
| B. Full name of party filing charge (if labor organization, gii (b) (6), (b) (7)(C) UNITED STEELWORKERS, LO La. Address (Street and number, city, state, and ZIP code) PO BOX 1430 5. Full name of national or international labor organization UNITED STEELWORKERS OF AMERICA | of which it is an affiliate or constituent unit (to be fine) | 4c. Cell No. 3609796648 4d. Fax No. 4e e mail (b) (6), (b) (7)(C) flied in when charge is filed by a labor organization Tel. No. |
| 3. Full name of party filing charge (if labor organization, gii (b) (6), (b) (7)(C) UNITED STEELWORKERS, Lota. Address (Street and number, city, state, and ZIP code, PO BOX 1430 5. Full name of national or international labor organization UNITED STEELWORKERS OF AMERICA 6. DECLA I declare that I have mad the above are true to the best of me. | of which it is an affiliate or constituent unit (to be find the statements of knowledge and that the statements of knowledge and belief. | 4c. Cell No. 3609796648 4d. Fax No. (b) (6), (b) (7)(C) (lied in when charge is filed by a labor organization Tel. No. 3609796648 |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Form NLRB - 501 (3-21)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **AMENDED**

CHARGE AGAINST EMPLOYER INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE Date Filed Case 19-CA-310638 3/16/2023

| File an original with NLRB Regional Director for the | e region in which the alleged unfair labor practice of | occurred or is occurring. |
|--|---|--|
| 1. | EMPLOYER AGAINST WHOM CHARGE IS BRO | UGHT |
| a. Name of Employer | | b. Tel. No. |
| Jacobs Technology Inc. | | (b) (6), (b) (7)(C) |
| cucoso recimiology mic. | | c. Cell No. |
| | | |
| d. Address (Street, city, state, and ZIP code) | e. Employer Representative | f. Fax No. |
| 1038 Skate Street, Naval Base | (b) (6), (b) (7)(C) | |
| Kitsap - Bangor, Silverdale, WA | | g. e-mail |
| 98315 | | (b) (6), (b) (7)(C) @jacobs.com |
| 90313 | | h. Number of Workers Employed |
| | | 11. Ivaniber of Workers Employed |
| | | |
| i. Type of Establishment (factory, mine, | j. Identify Principal Product or Service | |
| | J. Identily Principal Product of Service | |
| wholesaler, etc.) | | |
| WS Base Contractor | Repair and Maintenance | |
| | | |
| I. The above-named employer has engaged in and | | |
| the National Labor Relations Act, and these unfair | | |
| labor practices are practices affecting commerce v | within the meaning of the Act and the Postal Reorg | anization Act. |
| 2. Basis of the Charge (set forth a clear and conci- | se statement of the facts constituting the alleged u | nfair labor practices) |
| Within the previous six months, the Emp | ployer has subjected ^{(D) (b), (D)} (7)(C) to grea | ater scrutiny due to union activity. |
| Within the previous six months, the Emp On or about December 19, 2022, the En | nployer discriminatorily denied ^{(b) (6), (b)} (7 | (C) a work from home day because of |
| ^{(b) (6) (} union activity. | | ŕ |
| On or about February 14, 2023, the Emp | plover suspended (b) (6), (b) (7)(C) without p | ay in response to and in order to |
| | ployer suspended the Art Art without p | ay in response to and in order to |
| discourage union activity. | | |
| | | |
| 0.5.11 | | |
| Full name of party filing charge (if labor organization) United Steelworkers, Local 9241 | ation, give full name, including local name and nun | nber) |
| 4a. Address (Street and number, city, state, and Z | (IP code) | 4b. Tel. No. |
| PO Box 1430, Silverdale, WA 98383-1 | 1430 | (360)979-6648 |
| ,,, | | 4c. Cell No. |
| | | (360)979-6648 |
| | | 4d. Fax No. |
| | | 13.1 47.110. |
| | | 4e e-mail |
| | | (b) (6), (b) (7)(C) |
| 5. Full name of national or international labor organ | nization of which it is an affiliate or constituent unit | (to be filled in when charge is filed by a labor |
| organization) | | |
| | | |
| | | |
| 6 DECL | ARATION | Tel. No. |
| I declare that I have read the above charge a | and that the statements are true to the best of my | (360)979-6648 |
| | ge and belief. | (500)070-0040 |
| | | Office, if any, Cell No. |
| | (b) (6) (b) (7)(C) - | (360)979-6648 |
| | (b) (6), (b) (7)(C) | (555)5.5 55.5 |
| | | - N |
| n making c | | Fax No. |
| | any) | |
| PO Box 1430, Silverdale, | WA Date: | e-mail |
| 98383-1430 | | (b) (6), (b) (7)(C) |
| | | |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS | SPACE |
|----------------------|------------|
| ^{Case} | Date Filed |
| 9-CA-310697 | 1/23/2023 |

INSTRUCTIONS:

| File an original with NLRB Regional Director for the region in | which the alleged unfair labor practice occurred or isoccurr | ring. |
|---|--|---|
| 1. EMPL | OYER AGAINST WHOM CHARGE IS BROUGHT | |
| a. Name of Employer | | b. Tel. No. |
| United States Postal Service | | (b) (6), (b) (7)(C) |
| | | c. Cell No. |
| | | |
| | | f. Fax. No. |
| | L. Farabasa Barana atati | _ |
| d. Address (Street, city, state, and ZIP code) 128 N Second | e. Employer Representative | g. e-mail |
| 120 N Second | | g. o-mail |
| | | |
| WA Walla Walla 99362 | | h. Number of workers employed |
| | | 70 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) | i Identify principal product or service | |
| Services | Mail and parcel delivery | |
| | | - 0(-) |
| The above-named employer has engaged in and is engaged | | • |
| (list subsections) 5 | | Relations Act, and these unfair labor |
| practices are practices affecting commerce within the me | aning of the Act, of these unfair labor practices are pract | ices affecting commerce within the |
| meaning of the Act and the Postal Reorganization Act. | | |
| 2. Basis of the Charge (set forth a clear and concise state | ement of the facts constituting the alleged unfair labor pra | actices) |
| | | |
| See additional page | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| (b) (6). (b) (7)(C) f party filing charge (if labor organization, g | ive full name, including local name and number) | |
| Frank McClenney Branch 736 | | |
| 4a. Address (Street and number, city, state, and ZIP code | 9) | 4b. Tel. No. |
| | | (b) (6), (b) (7)(C) |
| PO Box 2314 | | 4c. Cell No. |
| WA Walla Walla 99362 | | (b) (6), (b) (7)(C) |
| TTTTTTTTTTTTTTTTTTTTTTTTTTTTTTTTTTTTTT | | 4d. Fax No. |
| | | |
| | | 4e. e-mail |
| | | (b) (6), (b) (7)(C) |
| 5. Full name of national or international labor organizatio | n of which it is an affiliate or constituent unit (to be filled in | |
| | | |
| National Association of Letter Carriers | | |
| | ARATION | Tel. No. |
| | ove charge and that the statements | (b) (6), (b) (7)(C) |
| are true to the best of n | ny knowledge and belief. | Office, if any, Cell No. |
| | (b) (6), (b) (7)(C) | (b) (6), (b) (7)(C) |
| | | Fax No. |
| (signature of representative or person making charge) | (Print/type name and title or office, if any) | I GAINU. |
| PO Box 2314 | | 1 |
| Address Walla Walla WA 99362 | Date 01/21/2023 08:56:48 AM | e-mail (b) (6) (b) (7)(C) |
| | | (b) (6), (b) (7)(C) |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Basis of the Charge

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining

representative of its employees by failing to furnish information requested by the union.

| Date of request | Employer representative | List items requested | Date refused |
|-----------------|-------------------------|---------------------------------------|--------------|
| 09/13/2022 | (b) (6), (b) (7)(C) | Schedule of all employees At Richland | 09/23/2022 |

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS | SPACE |
|----------------------|----------------------|
| Case 19-CA-310698 | Date Filed 1/23/2023 |

INSTRUCTIONS:

| File an original with NLRB Regional Director for the region in | which the alleged unfair labor practice occurred or is occurrin | g. |
|---|--|--|
| | OYER AGAINST WHOM CHARGE IS BROUGHT | |
| a. Name of Employer | | b. Tel. No. |
| United States Postal Service | | (b) (6), (b) (7)(C) |
| | | c. Cell No. |
| | | |
| | | f. Fax. No. |
| 1.4.1. (0) (1.7.1.1.1.1.1.1.1.1.1.1.1.1.1.1.1.1.1.1 | a Employer Depresentative | - |
| d. Address (Street, city, state, and ZIP code) 128 N Second | e. Employer Representative | g. e-mail |
| 120 N Second | | g. 5 |
| | | |
| WA Walla Walla 99362 | | h. Number of workers employed |
| | | 70 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) | j. Identify principal product or service | |
| Services | Mail and parcel delivery | |
| | ging in unfair labor practices within the meaning of section 8 | 3/a) subsections (1) and |
| (list subsections) 5 | | elations Act, and these unfair labor |
| [`` | aning of the Act, or these unfair labor practices are practic | |
| | aning of the Act, of these unial labor practices are practic | es affecting commerce within the |
| meaning of the Act and the Postal Reorganization Act. | | |
| 2. Basis of the Charge (set forth a clear and concise state | ement of the facts constituting the alleged unfair labor prac | tices) |
| | | |
| See additional page | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| (b) (6). (b) (7)(C) f party filing charge (if labor organization, g | live full name, including local name and number) | |
| Frank McClenney Branch 736 | | 1 = |
| 4a. Address (Street and number, city, state, and ZIP code | e) | 4b. Tel. No. |
| | | (b) (6), (b) (7)(C) |
| PO Box 2314 | | 4c. Cell No. |
| WA Walla Walla 99362 | | |
| TTTTTTTTTTTTTTTTTTTTTTTTTTTTTTTTTTTTTT | | 4d. Fax No. |
| | | |
| | | 4e. e-mail |
| | | (b) (6), (b) (7)(C) |
| 5 Full name of national or international labor organization | n of which it is an affiliate or constituent unit (to be filled in w | |
| | To Which it is all all mate of softstate it all it (to be fined if w | nen enarge to mea by a label organization) |
| National Association of Letter Carriers | | |
| 6. DECL | ARATION | Tel. No. |
| | ove charge and that the statements | (b) (6), (b) (7)(C) |
| (b) (6), (b) (7)(C) are true to the best of m | ny knowledge and belief. | Office, if any, Cell No. |
| | (b) (6), (b) (7)(C) | Chice, ii driy, celi No. |
| | | Fox No. |
| (signature of representative or person making charge) | (Print/type name and title or office, if any) | Fax No. |
| PO Box 2314 | | |
| Address Walla Walla WA 99362 | Date 01/21/2023 09:03:04 AM | e-mail |
| | | (b) (6), (b) (7)(C) |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Basis of the Charge

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining

representative of its employees by failing to furnish information requested by the union.

| Date of request | Employer representative | List items requested | Date refused |
|-----------------|-------------------------|------------------------------|--------------|
| 09/26/2022 | | Schedules, worksheets, clock | 10/07/2022 |
| 03/20/2022 | | rings, etc | 10/01/2022 |

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

| DO NOT WRITE | E IN THIS SPACE | |
|--------------|-----------------|--|
| | Date Filed | |
| 19-CA-310709 | 1/23/2023 | |

INSTRUCTIONS:

| a. Name of Employer | R AGAINST WHOM CHARGE IS BROUGHT | h Tel No de Contractor |
|--|---|---|
| | | b. Tel. No. (b) (6), (b) (7)(C) |
| Plymouth Housing Group | | c. Cell No. |
| | 5 1 5 | f. Fax No. |
| . Address (Street, city, state, and ZIP code) 2113 3rd Ave | e. Employer Representative (b) (6), (b) (7)(C) | g. e-Mail |
| Seattle, WA 98212 | | ©161.00 @plymouthhousing.org |
| | | h. Number of workers employed |
| Type of Establishment (factory, mine, wholesaler, etc.) | j. Identify principal product or service | |
| . The above named employer has engaged in and is engagi | ing in unfair labor practices within the meaning of s | ection 8(a), subsections (1) and (list |
| subsections) 3 and 5 | | abor Relations Act, and these unfair labo |
| practices are practices affecting commerce within the mea within the meaning of the Act and the Postal Reorganization | ning of the Act, or these unfair labor practices are | |
| 2. Basis of the Charge (set forth a clear and concise stateme | | practices) |
| Mithin the past 6 months, the Employer engaged | d in direct dealing with employees by pro | mising to resolve issues with |
| imployee bonuses after they ratified a new contra | ract. | |
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| | | |
| garty (if Jahor organization, give | full name, including local name and number) | |
| b) (6), (b) (7)(C) (if labor organization, give | full name, including local name and number) | |
| b) (b), (b) (7)(C) | full name, including local name and number) | Tab Tab No. |
| a. Address (Street and number, city, state, and ZIP code) | full name, including local name and number) | 4b. Tel. No. (b) (6), (b) (7)(C) |
| a. Address (Street and number, city, state, and ZIP code) | full name, including local name and number) | 4b. Tel. No. (b) (6), (b) (7)(C) 4c. Cell No. |
| a. Address (Street and number, city, state, and ZIP code) | full name, including local name and number) | |
| a. Address (Street and number, city, state, and ZIP code) | full name, including local name and number) | 4c. Cell No. |
| (a) (b), (b) (7)(C) 4a. Address (Street and number, city, state, and ZIP code) | full name, including local name and number) | 4c. Cell No. 4d. Fax No. |
| ia. Address (Street and number, city, state, and ZIP code) b) (6), (b) (7)(C) c. Full name of national or international labor organization of | | 4c. Cell No. 4d. Fax No. 4e. e-Ma I (b) (6), (b) (7)(C) |
| a. Address (Street and number, city, state, and ZIP code) b) (6), (b) (7)(C) ii. Full name of national or international labor organization of organization) 6. DECLARATIO | f which it is an affiliate or constituent unit <i>(to be fille</i> | 4c. Cell No. 4d. Fax No. 4e. e-Ma I (b) (6), (b) (7)(C) ed in when charge is filed by a labor Tel. No. |
| ia. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C) 5. Full name of national or international labor organization of organization) 6. DECLARATIO | f which it is an affiliate or constituent unit <i>(to be fille</i> | 4c. Cell No. 4d. Fax No. 4e. e-Ma I (b) (6), (b) (7)(C) ed in when charge is filed by a labor |
| a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C) (c) Full name of national or international labor organization of organization) 6. DECLARATIO | f which it is an affiliate or constituent unit <i>(to be fille</i> ON nts are true to the best of my knowledge and belief. | 4c. Cell No. 4d. Fax No. 4e. e-Ma I (b) (6), (b) (7)(C) ed in when charge is filed by a labor Tel. No. |
| a. Address (Street and number, city, state, and ZIP code) b) (6), (b) (7)(C) ii. Full name of national or international labor organization of organization) 6. DECLARATION (b) (6), (b) (7)(C) | f which it is an affiliate or constituent unit <i>(to be fille</i> ON nts are true to the best of my knowledge and belief. | 4c. Cell No. 4d. Fax No. 4e. e-Ma I (b) (6), (b) (7)(C) ed in when charge is filed by a labor Tel. No. (b) (6), (b) (7)(C) |
| a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C) Full name of national or international labor organization of organization) 6. DECLARATION (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) | f which it is an affiliate or constituent unit (to be fille ON nts are true to the best of my knowledge and belief. | 4c. Cell No. 4d. Fax No. 4e. e-Ma I (b) (6), (b) (7)(C) ed in when charge is filed by a labor Tel. No. (b) (6), (b) (7)(C) Office, if any, Cell No. |
| 4a. Address (Street and number, city, state, and ZIP code) 5) (6), (b) (7)(C) 5. Full name of national or international labor organization of organization) 6. DECLARATION (b) (6), (b) (7)(C) | f which it is an affiliate or constituent unit (to be fille ON nts are true to the best of my knowledge and belief. | 4c. Cell No. 4d. Fax No. 4e. e-Ma I (b) (6), (b) (7)(C) ed in when charge is filed by a labor Tel. No. (b) (6), (b) (7)(C) Office, if any, Cell No. Fax No. |

Case

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | |
|----------------------------|------------|
| Case | Date Filed |
| 19-CA-310735 | 1/23/2023 |

INSTRUCTIONS:

| File an original with NLRB Regional Director for the region in | which the alleged unfair labor practice occurred or is occu OYER AGAINST WHOM CHARGE IS BROUGHT | uring. |
|--|--|--|
| a. Name of Employer | EOTER AGAINST WHOM CHARGE IS BROUGHT | b. Tel. No. |
| | | 509-667-4630 |
| USPS - Wenatchee MPF Facility | | c. Cell No. |
| | | f. Fax. No. |
| d. Address (Street, city, state, and ZIP code) 3075 Ohme Rd | e. Employer Representative (b) (6), (b) (7)(C) | g. e-mail |
| Wenatchee WA, 98801 | (5) (6), (6) (1)(6) | (b) (6), (b) (7)(C) @usps.gov |
| | | h. Number of workers employed 120 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Postal Facility | j. Identify principal product or service United States Postal Service - Mail Products | |
| The above-named employer has engaged in and is enga (list subsections) 5 practices are practices affecting commerce within the me meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise state) | of the National Labor raning of the Act, or these unfair labor practices are prac- | Relations Act, and these unfair labor clices affecting commerce within the |
| 3. Full name of party filing charge (if labor organization, g | Ist with second RFI on November 10th and I b) (6), (0) (7)(C) was refusing to provide the | s crafting (0)(6) EAS employees (0)(6)(0) |
| (b) (6), (b) (7)(C) APWU Local 751 (b) (6), (b) (7)(C) | | 1 |
| 4a. Address (Street and number, city, state, and ZIP code PO Box 751 | 9) | 4b. Tel. No. |
| Wenatchee, WA 98807 | | 4c. Cell No. (b) (6), (b) (7)(C) |
| | | 4d. Fax No. |
| | | 4e. e-mail |
| | | (b) (6), (b) (7)(C) |
| 5. Full name of national or international labor organization | n of which it is an affiliate or constituent unit (to be filled in | n when charge is filed by a labor organization) |
| American Postal Workers Union | | |
| I declare that I have read the abo | ARATION ove charge and that the statements only knowledge and belief. | Tel. No. |
| (b) (6), (b) (7)(C) | (b) (6), (b) (7)(C) APWU Local 751 (6)(6), (b) (7)(C) | Office, if any, Cell No. (b) (6), (b) (7)(C) |
| (signature of representative or person making charge) | (Print/type name and title or office, if any) | Fax No. |
| PO Box 751 Wenatchee, WA 98807 | Date 01-04-2023 | e-mail |
| No. of the second secon | | (b) (6), (b) (7)(C) |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | |
|----------------------------|------------|
| Case | Date Filed |
| 19-CA-310736 | 1/23/2023 |

| INSTRI | CT | ONC. |
|--------|----|------|
| | | |

| 1. EMPL | OYER AGAINST WHOM CHARGE IS BROUGHT | |
|--|--|---|
| a. Name of Employer | | b. Tel. No. 509-667-4630 |
| USPS - Wenatchee MPF Facility | | c. Cell No. |
| | | f. Fax. No. |
| d. Address (Street, city, state, and ZIP code) | e. Employer Representative | g. e-mail |
| 3075 Ohme Rd Wenatchee WA, 98801 | (b) (6), (b) (7)(C) | (b) (6), (b) (7)(C)@usps.gov |
| | | h. Number of workers employed 120 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Postal Facility | j. Identify principal product or service United States Postal Service - Mail Products | |
| (list subsections) 5 practices are practices affecting commerce within the me meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise state) | eaning of the Act, or these unfair labor practices are pract | |
| keys were left in the door. After looking at keys a to interview (b) (6), (b) (7)(C) on No 9am and 10am. (b) (6), (b) (7)(C) was working on the | vember 27th and ^{(b) (f)} responded that ^{(b) (b) (f) (c)} interview floor and (b) (6), (b) (7)(C) came out on the | iew of November 28th between floor at 10:15 when of truck was |
| keys were left in the door. After looking at keys a to interview (b) (6), (b) (7)(C) on No 9am and 10am. (b) (6), (b) (7)(C) was working on the arriving and was the only one on the floor and One still has not happened to this date and it is 1-43. Full name of party filing charge (if labor organization, g | and more information they were the Master Keys. Evember 27th and responded that came out on the floor and (b) (6), (b) (7)(C) came out on the lunable to interview at that time. Said 4-2023. Have given amble time to reschedule. | iew (9,6,6) November 28th between floor at 10:15 when (96,6) truck was |
| keys were left in the door. After looking at keys a to interview (b) (6), (b) (7)(C) on No 9am and 10am. (b) (6), (b) (7)(C) was working on the arriving and (b) (6), (b) (7)(C) was working on the arriving and (c) was the only one on the floor and One still has not happened to this date and it is 1-43. Full name of party filing charge (if labor organization, g (b) (6), (b) (7)(C) - APWU Local 751 (b) (6), (b) (7)(C) 4a. Address (Street and number, city, state, and ZIP code | and more information they were the Master Keys. Evember 27th and responded that (b) (c) (c) interview of floor and (b) (d), (b) (7)(C) came out on the flunable to interview (b) (d) at that time. Said (d) 4-2023, Have given amble time to reschedule. | iew (9,6,6) November 28th between floor at 10:15 when (96,6) truck was |
| keys were left in the door. After looking at keys a to interview (b) (6), (b) (7)(C) on No 9am and 10am. (b) (6), (b) (7)(C) was working on the arriving and was the only one on the floor and One still has not happened to this date and it is 1-43. Full name of party filing charge (if labor organization, g (b) (6), (b) (7)(C) - APWU Local 751 | and more information they were the Master Keys. Evember 27th and responded that (b) (c) (c) interview of floor and (b) (d), (b) (7)(C) came out on the flunable to interview (b) (d) at that time. Said (d) 4-2023, Have given amble time to reschedule. | iew (16.6) November 28th between floor at 10:15 when (16.6) truck was would rescheduled later that week. |
| keys were left in the door. After looking at keys a to interview (b) (6), (b) (7)(C) on No 9am and 10am. (b) (6), (b) (7)(C) was working on the arriving and was the only one on the floor and One still has not happened to this date and it is 1-43. Full name of party filing charge (if labor organization, g (b) (6), (b) (7)(C) - APWU Local 751 (b) (6), (6) (7)(C) 4a. Address (Street and number, city, state, and ZIP code PO Box 751 | and more information they were the Master Keys. Evember 27th and responded that (b) (c) (c) interview of floor and (b) (d), (b) (7)(C) came out on the flunable to interview (b) (d) at that time. Said (d) 4-2023, Have given amble time to reschedule. | but in an RFI through email iew of November 28th between floor at 10:15 when truck was would rescheduled later that week. 4b. Tel. No. |
| keys were left in the door. After looking at keys a to interview (b) (6), (b) (7)(C) on No 9am and 10am. (b) (6), (b) (7)(C) was working on the arriving and was the only one on the floor and One still has not happened to this date and it is 1-43. Full name of party filing charge (if labor organization, g (b) (6), (b) (7)(C) - APWU Local 751 (b) (6), (6) (7)(C) 4a. Address (Street and number, city, state, and ZIP code PO Box 751 | and more information they were the Master Keys. Evember 27th and responded that (b) (c) (c) interview of floor and (b) (d), (b) (7)(C) came out on the flunable to interview (b) (d) at that time. Said (d) 4-2023, Have given amble time to reschedule. | but in an RFI through email iew (10:15) November 28th between floor at 10:15 when (10:15) truck was would rescheduled later that week. 4b. Tel. No. 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. |
| keys were left in the door. After looking at keys a to interview (b) (6), (b) (7)(C) on No 9am and 10am. (b) (6), (b) (7)(C) was working on the arriving and was the only one on the floor and One still has not happened to this date and it is 1-43. Full name of party filing charge (if labor organization, g (b) (6), (b) (7)(C) - APWU Local 751 (b) (6), (b) (7)(C) - APWU Local 751 (b) (6), (b) (7)(C) (c) (d) (d) (d) (d) (d) (d) (d) (d) (d) (d | and more information they were the Master Keys. Evember 27th and tresponded that the second control of the floor and (b) (6), (b) (7)(C) came out on the flunable to interview that time. The said the said that time. The said the said the said the said that time to reschedule. | 4b. Tel. No. 4c. Cell No. (b) (6), (b) (7)(C) 4e. e-mail (b) (6), (b) (7)(C) |
| keys were left in the door. After looking at keys a to interview (b) (6), (b) (7)(C) on No 9am and 10am. (b) (6), (b) (7)(C) was working on the arriving and was the only one on the floor and One still has not happened to this date and it is 1-43. Full name of party filing charge (if labor organization, g (b) (6), (b) (7)(C) - APWU Local 751 (b) (6), (b) (7)(C) (APWU Local 751) (b) (6), (b) (7)(C) (C) (C) (C) (C) (C) (C) (C) (C) (C) | and more information they were the Master Keys. Evember 27th and tresponded that the second control of the floor and (b) (6), (b) (7)(C) came out on the flunable to interview that time. The said the said that time. The said the said the said the said that time to reschedule. | 4b. Tel. No. 4c. Cell No. (b) (6), (b) (7)(C) 4e. e-mail (b) (6), (b) (7)(C) |
| keys were left in the door. After looking at keys a to interview (b) (6), (b) (7)(C) on No 9am and 10am. (b) (6), (b) (7)(C) was working on the arriving and was the only one on the floor and One still has not happened to this date and it is 1-43. Full name of party filing charge (if labor organization, g) (b) (6), (b) (7)(C) - APWU Local 751 (b) (6), (b) (7)(C) - APWU Local 751 (b) (6), (c) (7)(C) 4a. Address (Street and number, city, state, and ZIP code PO Box 751 Wenatchee, WA 98807 5. Full name of national or international labor organization. American Postal Workers Union 6. DECL L declare that I have read the above | and more information they were the Master Keys. Evember 27th and tresponded that the statements of the Master Keys. Evember 27th and tresponded that the statements of the Master Keys. Evember 27th and tresponded that the Master Keys. Evember 27th and the statements of the Master Keys. Evember 27th and the Master Keys. Event 27th and t | 4b. Tel. No. 4c. Cell No. (b) (6), (b) (7)(C) 4e. e-mail (b) (6), (b) (7)(C) |
| keys were left in the door. After looking at keys a to interview (b) (6), (b) (7)(C) on No 9am and 10am. (b) (6), (b) (7)(C) was working on the arriving and was the only one on the floor and One still has not happened to this date and it is 1-43. Full name of party filing charge (if labor organization, g (b) (6), (b) (7)(C) - APWU Local 751 (b) (6), (b) (7)(C) 4a. Address (Street and number, city, state, and ZIP code PO Box 751 Wenatchee, WA 98807 5. Full name of national or international labor organization. American Postal Workers Union 6. DECL Legalare that I have read the above | and more information they were the Master Keys. Evember 27th and the responded that the respondent the respondent that the respondent | but in an RFI through email iew (10:15) November 28th between floor at 10:15 when (10:15) truck was would rescheduled later that week. 4b. Tel. No. 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. 4e. e-mail (b) (6), (b) (7)(C) when charge is filed by a labor organization |
| keys were left in the door. After looking at keys a to interview (b) (6), (b) (7)(C) on No 9am and 10am. (b) (6), (b) (7)(C) was working on the arriving and was the only one on the floor and One still has not happened to this date and it is 1-43. Full name of party filing charge (if labor organization, g (b) (6), (b) (7)(C) - APWU Local 751 (b) (6), (0) (7)(C) 4a. Address (Street and number, city, state, and ZIP code PO Box 751 Wenatchee, WA 98807 5. Full name of national or international labor organization. American Postal Workers Union 6. DECL Legalare that I have read the above | and more information they were the Master Keys. Evember 27th and tresponded that the statements are floor and (b) (6), (b) (7)(C) came out on the state time to interview the floor and that time. The said of said are stated to interview the floor amble time to reschedule. All the filled in the statements of the statement of the statements of the statement of the statemen | but in an RFI through email iew November 28th between floor at 10:15 when truck was would rescheduled later that week. 4b. Tel. No. 4c. Cell No. (b) (6), (b) (7)(c) 4d. Fax No. 4e. e-mail (b) (6), (b) (7)(c) m when charge is filed by a labor organization Tel. No. Office, if any, Cell No. |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | |
|----------------------------|------------|
| Case | Date Filed |
| 19-CA-310786 | 1/23/2023 |

INSTRUCTIONS:

| File an original with NLRB Regional Director for the region in | which the alleged unfair labor practice occurred or is occurred. OYER AGAINST WHOM CHARGE IS BROUGHT. | urring. |
|---|--|--|
| a. Name of Employer Alaska Gardens SNF Operations LLC | STEN NOAMST WHOM SHAREETS SHOOSING | b. Tel. No. (253) 476-5300 |
| | | c. Cell No. (310) 493-9808 |
| | | f. Fax. No. |
| d. Address (Street, city, state, and ZIP code) 6220 S Alaska St, Tacoma, WA 98408 | e. Employer Representative Rick Albert, Attorney | g. e-mail rickmalbert400t@gmail.com |
| | | h. Number of workers employed |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Skilled Nursing Facility | j. Identify principal product or service Skilled Nursing for Rehabilitation and Long T | erm Care |
| The above-named employer has engaged in and is engaged (list subsections) 5 practices are practices affecting commerce within the memeaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise state) | of the National Laboraning of the Act, or these unfair labor practices are pra | or Relations Act, and these unfair labor actices affecting commerce within the |
| wanted the union to draft the offical TA. November proposed replied November 30th stating would send began describing the TA as a draft proposal asking the medical benefits of the TA. There was no confinish this. Let's get this done." responded the sor over the weekend." sent an email Jan. 19th | g for another extension over the weekend. On Detact until a Jan 12th, 2023 email from "I nees same day at 630p, "I started the new year buried a "had to travel unexpectedly. Will work on contained full name, including local name and number) | ec 16th, memailed specifics related to ed a final document. We both agreed to in work. Will get this done tomorrow |
| International Brotherhood of Teamsters Local 313 4a. Address (Street and number, city, state, and ZIP code | | 4b, Tel. No. |
| 220 South 27th Street | h Street (253) 627-0103 | |
| Tacoma, WA 98402 | | 4c. Cell No. (253) 732-6884 |
| | | 4d. Fax No. (253) 627-0106 |
| | | 4e. e-mail |
| 5, Full name of national or international labor organization International Brotherhood of Teamsters Local 313 | | in when charge is filed by a labor organization) |
| / I declare that I have read the abo | ARATION ove charge and that the statements | Tel. No. (253) 627-0103 ext 115 |
| leus Ament | ny knowledge and belief. Terra Ament, BA | Office, if any, Cell No. (253) 732-6884 |
| (signature of recresentative or person making charge) | (Print/Type name and title or office, if any) | Fax No. (253) 627-0106 |
| Address 220 S. 27th Street, Tacoma, WA 98402 | Date Jan 23rd, 2023 | e-mail Terra@teamsters313.org |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | | |
|------------------------------|-------------------------|--|
| ^{Case} 19-CA-310797 | Date Filed 1/23/2023 | |

INSTRUCTIONS:

| | which the alleged unfair labor practice occurred or is occurrin OYER AGAINST WHOM CHARGE IS BROUGHT | g. |
|--|--|--|
| a. Name of Employer | OTERNOMIST WHOM OF INCOME | b. Tel. No. |
| Sunrise Haven | | (253) 813-2096 |
| | | c. Cell No. |
| | | |
| | | f. Fax. No. |
| | - Frankris Denos contation | |
| d. Address (Street, city, state, and ZIP code) 24423 100th Ave SE | e. Employer Representative | g. e-mail |
| 21120 100017410 02 | (b) (6), (b) (7)(C) | |
| | | executivedirector@sunrisehaven.org |
| WA Kent 98030 | | h. Number of workers employed |
| | | 19 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) | j. Identify principal product or service | |
| Healthcare | | |
| | ging in unfair labor practices within the meaning of section 8 | |
| (list subsections) 1 | | elations Act, and these unfair labor |
| | aning of the Act, or these unfair labor practices are practic | es affecting commerce within the |
| meaning of the Act and the Postal Reorganization Act. | | |
| 2. Basis of the Charge (set forth a clear and concise state | ement of the facts constituting the alleged unfair labor prac | tices) |
| | | |
| See additional page | | |
| | | |
| | | |
| | | |
| | | |
| (b) (6), (b) (7)(C) of party filing charge (if labor organization, g | ive full name, including local name and number) | |
| (b) (b), (b) (1 KC) | | |
| 4a. Address (Street and number, city, state, and ZIP code | 9) | 4b. Tel. No. |
| | | (b) (6), (b) (7)(C) |
| (1) (0) (1) (7)(0) | | 4c. Cell No. |
| (b) (6), (b) (7)(C) | | (b) (6), (b) (7)(C) |
| | | 4d. Fax No. |
| | | |
| | | 4e.e-mail |
| | | (b) (6), (b) (7)(C) |
| 5. Full name of national or international labor organizatio | n of which it is an affiliate or constituent unit <i>(to be filled in w</i> | hen charge is filed by a labor organization) |
| | | |
| 0.050 | ADATION | T = |
| | ARATION ove charge and that the statements | Tel. No. (b) (6), (b) (7)(C) |
| are true to the best of m | ny knowledge and belief. | |
| (b) (6), (b) (7)(C) | (b) (6), (b) (7)(C) | Office, if any, Cell No. (b) (6), (b) (7)(C) |
| | | |
| (signature of representative or person making charge) | (Print/type name and title or office, if any) | Fax No. |
| (b) (6), (b) (7)(C) | | |
| Address | Date 01/23/2023 08:48:35 PM | e-mail (b) (6) (b) (7)(C) |
| | | (b) (6), (b) (7)(C) |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

8(a)(1)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, discussing wages and/or other terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

| Name of employee discharged | Approximate date of discharge |
|-----------------------------|-------------------------------|
| (b) (6), (b) (7)(C) | ୭୮୭.୭୮୯/2022 |

8(a)(1)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, protesting terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

| Name of employee discharged | Approximate date of discharge |
|-----------------------------|-------------------------------|
| (b) (6), (b) (7)(C) | ®®®®7/2022 |

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD AMENDED CHARGE AGAINST

| DO NOT WRITE IN THIS SPACE | |
|----------------------------|---------------------|
| Case 19-CA-310797 | Date Filed 2/1/2023 |

Same as above

| METRICTIONS: | R | 2/1/2020 |
|---|---|---|
| NSTRUCTIONS: File an original with NLRB Regional Director for the region in | which the alleged unfair labor practice occurred or is oc | curring. |
| 1. EMPI | LOYER AGAINST WHOM CHARGE IS BROUGHT | |
| Name of Employer | | b. Tel. No. |
| Sunrise Haven | | (253) 813-2096 |
| | | c. Cell No. |
| | | 7.5 |
| | | f. Fax. No. |
| 1. Address (Street, city, state, and ZIP code) | e. Employer Representative | 12 2 224 |
| 24423 100th Ave SE Kent, WA 98030 | (b) (6), (b) (7)(C) | g. e-mail |
| 1011, 1711, 1 | - | |
| | | h. Number of workers employed |
| | | 20 |
| Type of Establishment (factory, mine, wholesaler, etc.) | j. Identify principal product or service | |
| Nursing Home | Skilled Care | |
| he above-named employer has engaged in and is enga | ging in unfair labor practices within the meaning of se | ction 8(a), subsections (1) and |
| list subsections) | of the National Lab | oor Relations Act, and these unfair labor |
| practices are practices affecting commerce within the me | aning of the Act, or these unfair labor practices are pr | actices affecting commerce within the |
| neaning of the Act and the Postal Reorganization Act. | | |
| (b) (6), (b) (7)(C) | give full name, including local name and number) | |
| la. Address (Street and number, city, state, and ZIP code | е) | (b) (6), (b) (7)(C) |
| b) (6), (b) (7)(C) | | 4c. Cell No. |
| | | 4d. Fax No. |
| | | (b) (6), (b) (7)(C) |
| 5. Full name of national or international labor organization | n of which it is an affiliate or constituent unit (to be filled | d in when charge is filed by a labor organization |
| | | |
| I declare that I have read the abo | ARATION ove charge and that the statements | Tel. No. Same as above |
| are true to the best of r (b) (6), (b) (7)(C) | my knowledge and belief. (b) (6), (b) (7)(C) | Office, if any, Cell No. |
| (signature of representative or person making charge) | (Print/type name and title or office, if any) | Fax No. |
| Same and American | 1/31/23 | e-mail |
| Address Same as above | Date | Same as above |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | | |
|----------------------------|------------|--|
| Case | Date Filed | |
| 19-CA-310806 | 1/23/2023 | |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

| File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or isoccurring. | | | | |
|---|--|---|--|--|
| 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT | | | | |
| a. Name of Employer | | b. Tel. No. | | |
| Sunrise Haven | | (253) 813-2096 | | |
| | | c. Cell No. | | |
| | | | | |
| | | f. Fax. No. | | |
| | | I. Fax. No. | | |
| d. Address (Street, city, state, and ZIP code) | e. Employer Representative | | | |
| 24423 100th Ave SE | (b) (6), (b) (7)(C) | g. e-mail | | |
| | | | | |
| NAM 1/2 N ANA | | executivedirector@sunrisehaven.org | | |
| WA Kent 98030 | | h. Number of workers employed | | |
| | | 19 | | |
| i. Type of Establishment (factory, mine, wholesaler, etc.) | j. Identify principal product or service | • | | |
| Healthcare | | | | |
| The above-named employer has engaged in and is enga | I ging in unfair labor practices within the meaning of section | R(a) subsections (1) and | | |
| (list subsections) 1 | | elations Act, and these unfair labor | | |
| | | | | |
| | aning of the Act, or these unfair labor practices are practic | es affecting commerce within the | | |
| meaning of the Act and the Postal Reorganization Act. | | | | |
| 2. Basis of the Charge (set forth a clear and concise state | ement of the facts constituting the alleged unfair labor prac | ctices) | | |
| | | | | |
| See additional page | | | | |
| See additional page | | | | |
| | | | | |
| | | | | |
| | | | | |
| | | | | |
| (b) (6), (b) (7)(C) e of party filing charge (if labor organization, give full name, including local name and number) | | | | |
| (b) (b), (b) (7)(C) | , , | | | |
| 4a. Address (Street and number, city, state, and ZIP cod | | 4b. Tel. No. | | |
| 4a. Addiess (Stieet and number, City, State, and Zir Cod | 5) | | | |
| | | (b) (6), (b) (7)(C) | | |
| (b) (6), (b) (7)(C) | | 4c. Cell No. | | |
| | | (b) (6), (b) (7)(C) | | |
| | | 4d. Fax No. | | |
| | | | | |
| | | 4e. e-mail | | |
| | | (b) (6), (b) (7)(C) | | |
| 5 Full name of national or international labor organization | n of which it is an affiliate or constituent unit (to be filled in w | | | |
| 5.1 dil name ornational or international abor organizatio | mor which it is an animate of constituent and to be fined in w | Then charge is fried by a labor organization, | | |
| | | | | |
| 6 DECL | ARATION | Tel. No. | | |
| | ove charge and that the statements | (b) (6), (b) (7)(C) | | |
| are true to the best of my knowledge and belief | | | | |
| (b) (6), (b) (7)(C) | (b) (6), (b) (7)(C) | Office, if any, Cell No. | | |
| | (b) (b), (b) (1)(c) | (b) (6), (b) (7)(C) | | |
| (signature of representative or person making charge) (Print/type name and title or office, if any) | | Fax No. | | |
| | | | | |
| (b) (6), (b) (7)(C) e-mail | | | | |
| Address | Date 01/23/2023 09:27:44 PM | | | |
| Addiess | Date | (b) (6), (b) (7)(C) | | |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

8(a)(1)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, discussing wages, hours, or other terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

| Name of employee disciplined/retaliated against | Type of discipline/retaliation | Approximate date of discipline/retaliation |
|---|--------------------------------|--|
| (b) (6), (b) (7)(C) | discrimination/retaliation | ^{(0)(6), (0)(7)} /2022 |

8(a)(1)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, protesting terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

| Name of employee disciplined/retaliated against | Type of discipline/retaliation | Approximate date of discipline/retaliation |
|---|--------------------------------|--|
| (b) (6), (b) (7)(C) | discrimination/retaliation | ^{©)(©, ©)7} /2022 |

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | | |
|----------------------------|----------------------|--|
| Case 19-CA-310835 | Date Filed 1/24/2023 | |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

| The an original with NERB Regional Director for the region in | which the aneged unfair labor practice occurred or is occurri | ilg. |
|---|---|---|
| 1. EMPL | OYER AGAINST WHOM CHARGE IS BROUGHT | |
| a. Name of Employer | | b. Tel. No. |
| 1st Mile | | (b) (6), (b) (7)(C) |
| | | |
| | | c. Cell No. |
| | | |
| | | f. Fax. No. |
| | - F | 4 |
| d. Address (Street, city, state, and ZIP code) | e. Employer Representative | g. e-mail |
| 8383 158th Ave NE | (b) (6), (b) (7)(C) | g. e-maii |
| | | (b) (6), (b) (7)(C) @1stmile.com |
| WA Redmond 98052 | | |
| WA Neumona 90032 | | h. Number of workers employed |
| | | 52 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) | j. Identify principal product or service | |
| Consumer Goods | payment processing | |
| | . , | 0() 1 () (1) |
| The above-named employer has engaged in and is engag | | |
| (list subsections) 5 | of the National Labor R | Relations Act, and these unfair labor |
| practices are practices affecting commerce within the mea | aning of the Act, or these unfair labor practices are practic | ces affecting commerce within the |
| meaning of the Act and the Postal Reorganization Act. | | |
| 2. Basis of the Charge (set forth a clear and concise state | amont of the facts constituting the alleged unfair labor pra | cticos) |
| 2. Dasis of the Charge (set forth a clear and concise state | rment of the facts constituting the alleged unital labor pra- | cines) |
| | | |
| See additional page | | |
| Cee additional page | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| 3. Full name of party filing charge (if labor organization, g Arthur Clemens Jr. | ive full name, including local name and number) President | |
| Communications Workers of America Local 7800 | | |
| 4a. Address (Street and number, city, state, and ZIP code | 9) | 4b. Tel. No. |
| | | (206) 271-4378 |
| | | 4c. Cell No. |
| 134 SW 153 ST Suite A | | 4c. Cell No. |
| WA Burien 98166 | | |
| | | 4d. Fax No. |
| | | |
| | | 4e. e-mail |
| | | |
| | | Artc@cwa7800.org |
| 5. Full name of national or international labor organization | n of which it is an affiliate or constituent unit <i>(to be filled in v</i> | when charge is filed by a labor organization) |
| AFI CIO | | |
| AFL-CIO | | |
| 6. DECL/ | ARATION | Tel. No. |
| I declare that I have read the abo | ve charge and that the statements | (206) 271-4378 |
| are true to the best of m | y knowledge and belief. | |
| The Clemans | Adhar Olamana In | Office, if any, Cell No. |
| | Arthur Clemens Jr. President | |
| (signature of representative or person making charge) | (Print/type name and title or office, if any) | Fax No. |
| (orginature or representative or person making didige) | (Filliotype hame and the or office, it ally) | |
| 134 SW 153 ST Suite A | | |
| Address Burien WA 98166 | Date 01/24/2023 03:02:52 PM | e-mail |
| | | Artc@cwa7800.org |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining

representative of its employees by making unilateral changes in terms and conditions of employment.

| List Changes | Approximate date of change |
|----------------------|----------------------------|
| Moved work to Mexico | 12/08/2022 |

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining

representative of its employees by failing to furnish information requested by the union.

| Date of request | Employer representative | List items requested | Date refused |
|-----------------|-------------------------|--|--------------|
| 12/08/2022 | (b) (6), (b) (7)(C) | list of where work is being done, # of employees | 12/08/2022 |

Form NLRB - 501 (3-21)

a. Name of Employer

organization)

Address:

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER AMENDED INSTRUCTIONS:

| DO NOT WRITE | IN THIS SPACE |
|--------------|---------------|
| Case | Date Flied |
| 19-CA-310835 | 3/28/2023 |

b Tel No

Tel. No.

Fax No.

(206)441-7800

Office, if any, Cell No. (206)271-4378

(206)441-8789

artc@cwa7800.org

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| 1st Mile, LLC | | (b) (b), (b) (7)(C) |
|---|--|--|
| | | c, Cell No. (b) (6), (b) (7)(C) |
| d. Address (Street, city, state, and ZIP code) 8383 158th Ave NE Ste 100, | e, Employer Regresentative (b) (6), (b) (7)(C) | f. Fax No. |
| Redmond, WA 98052-3846 | | g. e-mall (b) (b) (7)(c) @1stmile.com |
| | | h. Number of Workers Employed |
| . Type of Establishment (factory, mine, | j. Identify Principal Product or Service | <u> </u> |
| wholesaler, etc.) Consumer Goods | Payment Processing | |
| collective bargaining representative employment by moving bargaining (2) Since about December 8, 2022 faith with the union as the collective | e of its employees by making unitateral unit work to Mexico. , the Employer, by its legal representate b bargaining representative of its emplo | ive, failed and refused to bargain in good |
| Full name of party filing charge (if labor organications Workers of American) | nrization, give full name, including local name an ca Local 7800 | nd number) |
| 4a. Address (Street and number, city, state, ar 134 SW 153rd Street, Suite A, Buri | | 4b. Tel, No. (205)441-7800 |
| | | 4c. Cel) No. (206)271-4378 |
| | | 4d. Fax No. (206)441-8789 |
| | | 4e, e-mail |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Arthur G. Clemens Jr.

(Print/type name and title or office, if

3,28-23

President

any)

Date:

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor

6. DECLARATION

(signature of representative or person making charge)

134 SW 153rd Street, Suite A,

Burien, WA 98166-2300

I declare that I have read the above charge and that the statements are true to the best of my

knowledge and bellef.

No. 0144 P. 2/2

set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

INTERNET FORM NLRB-501

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

| DO NOT WRITE IN THIS SPACE | | |
|----------------------------|------------|--|
| Case | Date Filed | |
| 19-CA-310910 | 1/25/2023 | |

FORM EXEMPT UNDER 44 U.S.C 3512

| INSTRUCTIONS: | | | 1/20/2020 |
|--|---|---------------------------------------|--|
| File an original with NLRB Regional Director for the region in which the | e alleged unfair labor prac | tice occurred or is occurring | ıg. |
| 1. EMPLOYER AG | GAINST WHOM CHA | RGE IS BROUGHT | |
| a. Name of Employer | | | b. Tel. No. 480-331-9397 |
| Alexandra Lozano Immigration Law, PLLC | | | |
| | | | c. Cell No. |
| | | | 6 Face No. |
| d. Address (Street, city, state, and ZIP code) | e. Employer Represer | ntative | f. Fax No. |
| 16400 Southcenter Pkwy, Suite 410 | Raees Mohamed | itativo | g. e-Mail |
| Tukwila, WA 98188 | | | raees@rmwarnerlaw.com |
| • | | | |
| | | | h. Number of workers employed |
| i. Type of Establishment (factory, mine, wholesaler, etc.) | j. Identify principal pro | duct or convice | |
| Law Firm | Legal Services | duct of Service | |
| k. The above-named employer has engaged in and is engaging i | L | within the meaning of sec | tion 8(a) subsections (1) and (list |
| | ii uiliali laboi piaclices | | |
| subsections) | | | or Relations Act, and these unfair labor |
| practices are practices affecting commerce within the meaning | - | fair labor practices are un | fair practices affecting commerce |
| within the meaning of the Act and the Postal Reorganization A | | | |
| 2. Basis of the Charge (set forth a clear and concise statement of | of the facts constituting t | he alleged unfair labor pra | actices) |
| | | | |
| Within the past 6 months, Employer te | erminated Employ | ee for engaging in | protected and concerted |
| activities in violation of the NLRA. | | | |
| | | | |
| Within the past 6 months, Employer vi | olated the NLRA | by maintaining poli | cies that discourage |
| employees from engaging in protected and co | oncerted activities | in that Employer r | naintained the following |
| policies and used them to terminate Employe | e. | | _ |
| | | | |
| | | | |
| 2. Full name of party filing aborne (if labor arganization, give full | nama ingluding lagal n | ama and number | |
| 3. Full name of party filing charge (if labor organization, give full | name, including local na | ame and number) | |
| (b) (6), (b) (7)(C) | | | |
| 4a. Address (Street and number, city, state, and ZIP code) | | | ^{4b. Tel. No.} 312-861-1800 |
| | | | 312-861-1800 |
| (b) (6), (b) (7)(C) | | | 4c Cell No |
| | | | |
| | | | ^{4d.} Fax No. (630) 778-0400 |
| Represented by | | } | 4e. e-Mail |
| Fish Potter Bolaños, P.C., 200 E 5th Ave., Suite 115 | , Naperville, IL 605 | 63 | dfish@fishlawfirm.com |
| | | | |
| Full name of national or international labor organization of whorganization) | ich it is an affiliate or co | nstituent unit <i>(to be filled i</i> | n when charge is filed by a labor |
| organizationy | | | |
| C DECLADATION | | | Tel. No |
| DECLARATION I declare that I have read the above charge and that the statements | are true to the best of my l | knowledge and belief. | (b) (6), (b) (7)(C) |
| , | | | |
| D | wid I Fich | | Office, if any, Cell No. |
| -, <u>/s/ Daviu J. Fisii </u> | avid J. Fish Print/type name and title or | office if any) | - N |
| (-g | | , u./j/ | Fax No. |
| | | - | o <u>r</u> Mail |
| 200 Fact 5th Avenue Suite 445 Nonemille III | inoio 60562 | 1/25/2023 | (1) (2) (1) (3) |
| Address 200 East 5th Avenue, Suite 115, Naperville, III | 1110IS 0U303 | (date) | (b) (6), (b) (7)(C) |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

INTERNET FORM NLRB-501

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

| DO NOT WRITE IN THIS SPACE | | |
|----------------------------|------------|--|
| Case | Date Filed | |
| 19-CA-310911 | 1/25/2023 | |

FORM EXEMPT UNDER 44 U.S.C 3512

| INI | CTI | אווכ | TI. | e. |
|-----|-----|------|-----|----|

| File an original with NLRB Regional Director for the region in which the 1. EMPLOYER AC | e alleged unfair labor practice occurred or is occurring SAINST WHOM CHARGE IS BROUGHT | ıg. |
|---|---|--|
| a. Name of Employer | 57 (III O I I VI I O III O II I I I I I I I | b. Tel. No. 480-331-9397 |
| Alexandra Lozano Immigration Law, PLLC | | 455 551 5557 |
| | | c. Cell No. |
| | | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) | e. Employer Representative | a a Mail |
| 16400 Southcenter Pkwy, Suite 410 | Raees Mohamend | g. e-Mail |
| Tukwila, WA 98188 | | raees@rmwarnerlaw.com |
| Takima, Wit 55 155 | | h. Number of workers employed |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Law Firm | j. Identify principal product or service Legal Services | |
| k. The above-named employer has engaged in and is engaging i | n unfair labor practices within the meaning of sec | tion 8(a), subsections (1) and (list |
| subsections) | of the National Labo | or Relations Act, and these unfair labor |
| practices are practices affecting commerce within the meaning within the meaning of the Act and the Postal Reorganization A | | fair practices affecting commerce |
| 2. Basis of the Charge (set forth a clear and concise statement of | of the facts constituting the alleged unfair labor pra | actices) |
| | | |
| Within the past 6 months, Employer term activities in violation of the NLRA. | inated Employee for engaging in protec | ted and concerted |
| delivities in violation of the NETV. | | |
| II. Within the past 6 months, Employer viola | ted the NLRA by maintaining policies th | nat discourage employees |
| from engaging in protected and concerted activitie | es in that Employer maintained the follo | owing policies and used |
| them to terminate Employee. | | |
| | | |
| | | |
| 3. Full name of party filing charge (if labor organization, give full | name, including local name and number) | |
| (b) (6), (b) (7)(C) | | |
| 4a. Address (Street and number, city, state, and ZIP code) | | ^{4b. Tel. No.} (312) 861-1800 |
| (b) (6), (b) (7)(C) | | 4c Cell No |
| | | |
| Represented by | | ^{4d.} Fax No. (630) 778-0400 |
| Fish Potter Bolaños, P.C., 200 E 5th Ave., Suite 115 | i, Naperville, IL 60563 | 4e. e-Mail |
| | , , | dfish@fishlawfirm.com |
| 5. Full name of national or international labor organization of whorganization) | ich it is an affiliate or constituent unit (to be filled i | n when charge is filed by a labor |
| A DEGLARATION | T | Tel. No |
| DECLARATION I declare that I have read the above charge and that the statements a | are true to the best of my knowledge and belief. | (b) (6), (b) (7)(C) |
| By /s/ David J. Fish D | avid J. Fish | Office, if any, Cell No. |
| -) 10/ David 0: 1 10/1 | Print/type name and title or office, if any) | Fax No. |
| | - | e-Mail |
| Address 200 East 5th Avenue, Suite 115, Naperville, Ill | 1/25/2023 | (b) (6), (b) (7)(C) |
| nuuros | [oute) | |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

Case 19-CA-310968

DO NOT WRITE IN THIS SPACE Date Filed 1/26/2023

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring. 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT a. Name of Employer b. Tel. No. Starbucks Corporation c. Cell No. f Fax No. d. Address (Street, city, state, and ZIP code) e. Employer Representative 2401 Utah Ave S. **Howard Schultz** g. e-mail hschultz@starbucks.com Seattle, WA 98134 h. Number of workers employed 160,000 i. Type of Establishment (factory, mine, wholesaler, etc.) j. Identify principal product or service Food and Beverage Coffee Shop The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair abor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six months the Employer has threatened to implement and/or implemented a unilateral change in policy, without bargaining with the union, wherein it has drastically reduced the hours of shift supervisors, and/or prevented shift supervisors from covering barista shifts, and/or forced shift supervisors to open up their availability, resulting in loss of pay and benefits. The Employer has continued to hire baristas while cutting the hours of shift supervisors, forcing some shift supervisors to demote themselves. In addition, the Employer has refused to respond to the Union's demands to bargain over these changes. These changes have occurred at several stores in the Seattle area, including the University Way store, the Elliot Drive-Through store, the Eastlake store, and the Fifth & Pike store. 3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United 4a. Address (Street and number, city, state, and ZIP code) 4b. Tel. No. (646) 448-6414 22 South 22nd St Philadelphia, PA 19103 4c. Cell No. 4d. Fax No. (215) 575-9065 4e. e-mail rminter@pjbwu.org 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union Tel. No. 6. DECLARATION I declare that Lhave read the above charge and that the statements (206) 257-6001 are true to the best of my knowledge and belief. Office, if any, Cell No. Marina Multhaup, Attorney (signature of representative or person making charge) (Print/type name and title or office, if any) Fax No 206-378-4132 Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Seattle, WA 98119 Address Date 01/26/2023 multhaup@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD AMENDED CHARGE AGAINST

EMPLOYER

| DO NOT WRITE IN THIS SPACE | | |
|----------------------------|--------------|------------|
| Case | | Date Filed |
| | 19-CA-310968 | 3/6/2023 |

INSTRUCTIONS:

| File an original with NLRB Regional Director for the region ii 1. EMF | n which the alleged untail labor practice occurred or is occ PLOYER AGAINST WHOM CHARGE IS BROUGHT | urring. |
|---|--|--|
| a. Name of Employer | | b. Tel. No. |
| Starbucks Corporation | | |
| | | c. Cell No. |
| | | f. Fax. No. |
| d. Address (Street, city, state, and ZIP code) | e. Employer Representative | |
| 2401 Utah Ave S, | Howard Schultz | g. e-mail |
| Seattle, WA 98134 | | hschultz@starbucks.com |
| | | h. Number of workers employed 160,000 |
| i. Type of Establishment (factory, mine, wholesaler, etc., | j. Identify principal product or service | ' |
| Coffee Shop | Food and Beverage | |
| the National Labor Relations Act, and these unfair lab abor practices are practices affecting commerce with 2. Basis of the Charge (set forth a clear and concise sta | in the meaning of the Act and the Postal Reorganiza | ation Act. |
| supervisors from covering barista shifts, and/orand benefits. The Employer has continued to supervisors to demote themselves. In additionable changes and these changes. These changes have occurre Elliot Drive-Through store, the Eastlake store 3. Full name of party filing charge (if labor organization, | hire baristas while cutting the hours of shift in, the Employer has refused to respond to the dat several stores in the Seattle area, include, the 3625 Broadway store in Everett, and the | supervisors, forcing some shift the Union's demands to bargain over ding the University Way store, the |
| Workers United 4a. Address (Street and number, city, state, and ZIP cod | dol | 4b. Tel. No. |
| 22 South 22 nd St | u e j | (646) 448-6414 |
| Philadelphia, PA 19103 | | 4c. Cell No. |
| | | 4d. Fax No. (215) 575-9065 |
| | | 4e. e-mail rminter@pjbwu.org |
| Full name of national or international labor organization Service Employees International Union | on of which it is an affiliate or constituent unit <i>(to be filled</i> | d in when charge is filed by a labor organization) |
| | ELARATION | Tel. No. (206) 257-6001 |
| I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. | | Office, if any, Cell No. |
| 10m/ 10 | Marina Multhaup, Attorney | _ |
| (signature of representative or person making charge) | (Print/type name and title or office, if any) | Fax No. 206-378-4132 |
| Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 | | |
| Address Seattle, WA 98119 | Date 3/6/2023 | e-mail multhaup@workerlaw.com |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | | |
|----------------------------|--------------|------------|
| Case | | Date Filed |
| | 19-CA-311040 | 1/27/2023 |

INSTRUCTIONS:

| I. CIVI | PLOYER AGAINST WHOM CHARGE IS BROUGH | • |
|---|--|---|
| a. Name of Employer Starbucks Corporation | | b. Tel. No. 206-318-2212 |
| • | | c. Cell No. |
| | | f. Fax. No. |
| d. Address (Street, city, state, and ZIP code) | e. Employer Representative | |
| 8336 Midvale Ave. N Shoreline WA 98133 | Howard Schultz | g. e-mail hschultz@starbucks.com |
| | | h. Number of workers employed 19 |
| i. Type of Establishment (factory, mine, wholesaler, etc Coffee Shop | j. Identify principal product or service Food and Beverage | - |
| The above-named employer has engaged in and is en National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the | practices are practices affecting commerce within | n the meaning of the Act, or these unfair labor |
| | MARACCIAN AT CUM/AIIIANAA AURINA | recentation election |
| create, then subsequently creating, the in a subsequently creating. The increase of party filing charge (if labor organization) | | presentation election. |
| | | presentation election. |
| 3. Full name of party filing charge (if labor organization) | , give full name, including local name and number) | 4b. Tel. No. (646) 448-6414 |
| 3. Full name of party filing charge (if labor organization Workers United 4a. Address (Street and number, city, state, and ZIP co | , give full name, including local name and number) | 4b. Tel. No. |
| 3. Full name of party filing charge (if labor organization) Workers United 4a. Address (Street and number, city, state, and ZIP co. 22 South 22 nd St. | , give full name, including local name and number) | 4b. Tel. No. (646) 448-6414 |
| 3. Full name of party filing charge (if labor organization) Workers United 4a. Address (Street and number, city, state, and ZIP co. 22 South 22 nd St. | , give full name, including local name and number) | 4b. Tel. No. (646) 448-6414 4c. Cell No. 4d. Fax No. |
| 3. Full name of party filing charge (if labor organization) Workers United 4a. Address (Street and number, city, state, and ZIP co. 22 South 22 nd St. | , give full name, including local name and number) ode) | 4b. Tel. No. (646) 448-6414 4c. Cell No. 4d. Fax No. (215) 575-9065 4e. e-mail rminter@pjbwu.org |
| 3. Full name of party filing charge (if labor organization) Workers United 4a. Address (Street and number, city, state, and ZIP co. 22 South 22 nd St. Philadelphia, PA 19103 5. Full name of national or international labor organizate Service Employees International Union 6. DEC | give full name, including local name and number) ode) tion of which it is an affiliate or constituent unit (to be) CLARATION above charge and that the statements | 4b. Tel. No. (646) 448-6414 4c. Cell No. 4d. Fax No. (215) 575-9065 4e. e-mail rminter@pjbwu.org |
| 3. Full name of party filing charge (if labor organization) Workers United 4a. Address (Street and number, city, state, and ZIP co. 22 South 22 nd St. Philadelphia, PA 19103 5. Full name of national or international labor organizate Service Employees International Union 6. DEC | give full name, including local name and number) ode) tion of which it is an affiliate or constituent unit (to be | 4b. Tel. No. (646) 448-6414 4c. Cell No. 4d. Fax No. (215) 575-9065 4e. e-mail rminter@pjbwu.org filled in when charge is filed by a labor organization) Tel. No. |
| 3. Full name of party filing charge (if labor organization) Workers United 4a. Address (Street and number, city, state, and ZIP co. 22 South 22nd St. Philadelphia, PA 19103 5. Full name of national or international labor organizations. Service Employees International Union 6. DEC | cion of which it is an affiliate or constituent unit (to be) CLARATION CLORATION CLOR | 4b. Tel. No. (646) 448-6414 4c. Cell No. 4d. Fax No. (215) 575-9065 4e. e-mail rminter@pjbwu.org filled in when charge is filed by a labor organization) Tel. No. (206) 257-6017 |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD AMENDED CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | | |
|----------------------------|--------------|------------|
| Case | | Date Filed |
| | 19-CA-311040 | 6/2/2023 |

INSTRUCTIONS:

| File an original with NLRB Regional Director for the region in | which the alleged unfair labor practice occurred or is occ | curring. |
|--|--|---|
| 1. EMPL | OYER AGAINST WHOM CHARGE IS BROUGHT | |
| a. Name of Employer | | b. Tel. No. |
| Starbucks Corporation | | (b) (6), (b) (7)(C) |
| | | c. Cell No. |
| | | f. Fax. No. |
| d. Address (Street, city, state, and ZIP code) | e. Employer Representative | |
| 8336 Midvale Ave. N | Laxman Narasimhan | g. e-mail |
| Shoreline WA 98133 | | laxman.narasimhan@starbucks.co m |
| | | h. Number of workers employed 19 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop | j. Identify principal product or service Food and Beverage | |
| The above-named employer has engaged in and is en | gaging in unfair labor practices within the meaning | of section 8(a), subsection (1) of the |
| National Labor Relations Act, and these unfair labor pr | ractices are practices affecting commerce within the | e meaning of the Act, or these unfair labor |
| practices are practices affecting commerce within the r | meaning of the Act and the Postal Reorganization | Act. |
| 2. Basis of the Charge (set forth a clear and concise state | | |
| Within the last six months, the employer unlaw | | • |
| subsequently creating, the impression of surve | | |
| months, Starbucks coerced employees in their | exercise of Section 7 rights by having (b) | (6), (b) (7)(C) |
| (b) (6), (b) (7)(C) present at the Store on about | ut January 10, 2023, in a manner inconsiste | ent with the Store's past practice, |
| and by introducing (a) (a) to employees on the | at date as being "from both Starbucks and | the NLRB" or "in partnership with the |
| NLRB" and inviting employees to direct any qu | _ | · · · · · · · · · · · · · · · · · · · |
| , | | |
| 3. Full name of party filing charge (if labor organization, g Workers United | ive full name, including local name and number) | |
| 4a. Address (Street and number, city, state, and ZIP code | e) | 4b. Tel. No. |
| 22 South 22 nd St. | | (646) 448-6414 |
| Philadelphia, PA 19103 | | 4c. Cell No. |
| | | Al For No |
| | | 4d. Fax No. (215) 575-9065 |
| | | , |
| | | 4e. e-mail rminter@pjbwu.org |
| 5. Full name of national or international labor organization | n of which it is an affiliate or constituent unit (to be fille | |
| Service Employees International Union | | |
| 6. DECL | ARATION | Tel. No. |
| I declare that I have read the abo | ove charge and that the statements | (206) 257-6017 |
| are true to the best of h | ny knowledge and belief. | Office, if any, Cell No. |
| Significant Majorian | Thomas Kaplan, Attorney | _ |
| (signature of representative or person making charge) | (Print/type name and title or office, if any) | Fax No. |
| Barnard Iglitzin & Lavitt LLP | | 206-378-4132 |
| 18 West Mercer St., Ste. 400 | | e-mail |
| Address Seattle, WA 98119 | Date 06/02/2023 | kaplan@workerlaw.com |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | | |
|----------------------------|--------------|------------|
| Case | | Date Filed |
| | 19-CA-311207 | 1/30/2023 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

| File an original with NERB Regional Director for the region in | | illig. |
|--|---|---|
| 1. EMPL | OYER AGAINST WHOM CHARGE IS BROUGHT | |
| a. Name of Employer | | b. Tel. No. |
| Swedish Medical Center | | (425) 313-7900 |
| | | ` ' |
| | | c. Cell No. |
| | | |
| | | f. Fax. No. |
| | | |
| d. Address (Street, city, state, and ZIP code) | e. Employer Representative | |
| 751 NE Blakely | (b) (6), (b) (7)(C) | g. e-mail |
| | | 4.10.4.1710. |
| | | (b) (6), (b) (7)(C) @swedish.org |
| WA Issaquah 98029 | | h. Number of workers employed |
| | | 22 |
| : T | i Identify principal product or convice | |
| i. Type of Establishment (factory, mine, wholesaler, etc.) | | |
| Healthcare | Healthcare | |
| The above-named employer has engaged in and is engaged | ging in unfair labor practices within the meaning of section | on 8(a), subsections (1) and |
| (list subsections) 4 | of the National Labor | r Relations Act, and these unfair labor |
| practices are practices affecting commerce within the me | | |
| | aning of the Act, of these unfail labor practices are prac | cices affecting confinence within the |
| meaning of the Act and the Postal Reorganization Act. | | |
| 2. Basis of the Charge (set forth a clear and concise state | ement of the facts constituting the alleged unfair labor p | ractices) |
| | | |
| | | |
| See additional page | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| harge (if labor organization of | rive full name, including local name and number) | |
| (b) (6), (b) (7)(C) | ivo tairiano, iriolading locarriano arranamos) | |
| | | 1 |
| 4a. Address (Street and number, city, state, and ZIP cod | e) | 4b. Tel. No. |
| | | (b) (6), (b) (7)(C) |
| | | 4c. Cell No. |
| (b) (6), (b) (7)(C) | | 16. 301110. |
| | | |
| | | 4d. Fax No. |
| | | |
| | | 4e. e-mail |
| | | (b) (6), (b) (7)(C) |
| | | |
| 5. Full name of national or international labor organizatio | n of which it is an affiliate or constituent unit <i>(to be filled ii</i> | n when charge is filed by a labor organization) |
| | | |
| | | |
| 6. DECL | ARATION | Tel. No. |
| I declare that I have read the abo | ove charge and that the statements | (b) (6), (b) (7)(C) |
| are true to the best of n | ny knowledge and belief. | |
| (b) (6), (b) (7)(C) | /L-\ /C\ /L-\ /7\/C\ | Office, if any, Cell No. |
| | (b) (6), (b) (7)(C) | |
| (nignature of representative or person making -h | (Drint/tune name and title as office if and | Fax No. |
| (signature of representative or person making charge) | (Print/type name and title or office, if any) | |
| (b) (6), (b) (7)(C) | | |
| | 04/09/0900 00 40 40 70 | e-mail |
| Address | Deta 01/30/2023 03/38 PM | |
| 11001000 | Date 01/30/2023 03:18:46 PM | (b) (6), (b) (7)(C) |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

8(a)(4)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) filed charges

or cooperated with the NLRB.

| Name of employee disciplined/retaliated against | Type of discipline/retaliation | Approximate date of discipline/retaliation |
|---|--------------------------------|--|
| (b) (6), (b) (7)(C) | Written | ^{©)(©, ©)7} /2023 |

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

| DO NOT WRITE | IN THIS SPACE |
|--------------|---------------|
| Case | Date Filed |
| 19-CA-311276 | 1-31-2023 |

INSTRUCTIONS:

| | I. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT | |
|---|---|---|
| a. Name of Employer | I. EMPEOTERAGAINST WHOM CHARGE IS BROUGHT | b Tel No |
| Seattle Iron & Metals | | (206) 682-0040 |
| | | c. Cell No. |
| | | f. Fax. No. (206) 623-1231 |
| d. Address (Street, city, state, and ZIP code) 601 S Myrtle St. | e. Employer Representative | g. e-mail |
| WA Seattle 98108 | | h. Number of workers employed 5 |
| i. Type of Establishment (factory, mine, wholesale | er, etc.) j. Identify principal product or service | 1 |
| Iron & Steel | scrap metal hauling and disposal | |
| meaning of the Act and the Postal Reorganization | the meaning of the Act, or these unfair labor practices are pra n Act. ise statement of the facts constituting the alleged unfair labor. | |
| Full name of party filing charge (if labor organize Adam Murphy | zation, give full name, including local name and number) | |
| Teamsters Local 174 | | |
| 4a. Address (Street and number, city, state, and | | Lab Tol No |
| | | 4b. Tel. No. |
| 14675 Interurban Ave S. Suite 303 WA Tukwila 98168 | | (206) 441-6060 |
| | | (206) 441-6060 4c. Cell No. |
| YYY Tukwiia 00100 | | (206) 441-6060 |
| THE TURNING GOTGO | | (206) 441-6060 4c. Cell No. (253) 312-4077 |
| THE TAXABLE SETSE | | (206) 441-6060 4c. Cell No. (253) 312-4077 4d. Fax No. |
| THE TAXABLE CO. 150 | | (206) 441-6060 4c. Cell No. (253) 312-4077 4d. Fax No. (206) 441-4853 |
| | | (206) 441-6060 4c. Cell No. |
| 5. Full name of national or international labor organitemational Brotherhood of Teamsters 6 I declare that I have read | ZIP code) anization of which it is an affiliate or constituent unit (to be filled DECLARATION the above charge and that the statements | (206) 441-6060 4c. Cell No. |
| 5. Full name of national or international labor organitemational Brotherhood of Teamsters 6 I declare that I have read | ZIP code) anization of which it is an affiliate or constituent unit (to be filled | (206) 441-6060 4c. Cell No. (253) 312-4077 4d. Fax No. (206) 441-4853 4e. e-mail amurphy@teamsterslocal174.org in when charge is filed by a labor organization) Tel. No. (206) 441-6060 Office, if any, Cell No. (253) 312-4077 |
| 5. Full name of national or international labor organitemational Brotherhood of Teamsters 6 I declare that I have read | anization of which it is an affiliate or constituent unit (to be filled DECLARATION the above charge and that the statements best of my knowledge and belief. Adam Murphy | (206) 441-6060 4c. Cell No. |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by making unilateral changes in terms and conditions of employment.

| List Changes | Approximate date of change | |
|--------------------------|----------------------------|--|
| Unilateral wage increase | 10/31/2022 | |

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | |
|----------------------------|------------|
| Case | Date Filed |
| 19-CA-311278 | 1/31/2023 |

fallon.schumsky@teamsters117.org

| 1. EMPI | LOYER AGAINST WHOM CHARGE IS BROUGHT | |
|---|---|--|
| a. Name of Employer WeDriveU | | b. Tel. No. 415-439-3269 |
| | | c. Cell No. |
| | | f. Fax. No. |
| d. Address (Street, city, state, and ZIP code) 700 Airport Blvd., Suite 250 Burlingame, CA 94010 | (b) (6), (b) (7)(C) epresentative | (b) (6), (b) (7)(c) (a) wedriveu.com |
| | | h. Number of workers employed 34 |
| Type of Establishment (factory, mine, wholesaler, etc.) Shuttle Transportation | j. Identify principal product or service Shuttle Drivers | |
| The above-named employer has engaged in and is enga (list subsections) 5 practices are practices affecting commerce within the me | of the National Labor | or Relations Act, and these unfair labor |
| meaning of the Act and the Postal Reorganization Act. | aring of the rict, or these union labor practices are pra- | caces anothing commerce warm the |
| 3. Full name of party filing charge (if labor organization, g Teamsters Local Union No. 117 | give full name, including local name and number) | |
| 4a. Address (Street and number, city, state, and ZIP code 14675 Interurban Avenue S., Ste 307 | e) | 4b. Tel. No. 206-441-4860 |
| Tukwila, WA 98168 | | 4c. Cell No. |
| | | 4d. Fax No. 206-441-3153 |
| | | 4e. e-mail fallon.schumsky@teamsters117.org |
| 5. Full name of national or international labor organization International Brotherhood of Teamsters | | |
| | n of which it is an affiliate or constituent unit (to be filled | |
| I declare that I have read the abo | ARATION ove charge and that the statements | |
| I declare that I have read the abo | ARATION | in when charge is filed by a labor organization Tel. No. |
| I declare that I have read the abo | ARATION ove charge and that the statements ny knowledge and belief. | in when charge is filed by a labor organization Tel. No. 206-441-4860 |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Date 1/31/2023

Address 14675 Interurban Ave S., Ste. 307 Tukwila, WA 98168

Form NLRB - 501 (3-21)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

AMENDED CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE Case Date Filed 19-CA-311278 2/27/2023

| File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring. | | |
|--|---|--------------------------------------|
| 1. | EMPLOYER AGAINST WHOM CHARGE IS BROUG | GHT |
| a. Name of Employer | | b. Tel. No. |
| WeDriveU | | (415)439-3269 |
| | | c. Cell No. |
| | | |
| d. Address (Street, city, state, and ZIP code) | e. Employer Representative | f. Fax No. |
| 700 Airport Blvd., Ste. 250, | (b) (6), (b) (7)(C) | (650)579-5895 |
| Burlingame, CA 94010-1937 | | g. e-mail |
| | | @wedriveu.com |
| | | h. Number of Workers Employed |
| | | |
| | | |
| i. Type of Establishment (factory, mine, | j. Identify Principal Product or Service | |
| wholesaler, etc.) | | |
| shuttle transportation | shuttle transportation | |
| | | |
| | d is engaging in unfair labor practices within the mea | |
| , | labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorgan | , |
| | se statement of the facts constituting the alleged unf | |
| 2. Busis of the Charge (see forth a clear and contri | so statement of the facts constituting the alleged and | all labor practicesy |
| The Employer violated Sections 8(a)(1) | and (5) of the Act by unlawfully delaying ir | providing and/or refusing to provide |
| | | |
| | sted on July 15, 2022, and November 4, 2 | |
| | its duties as exclusive bargaining represe | ntative, including pargaining a |
| successor collective bargaining agreement. | | |

3. Full name of party filing charge (if labor organization, give full name, including local name and number) Teamsters Local Union No. 117 4a. Address (Street and number, city, state, and ZIP code) 4b. Tel. No. 14675 Interurban Ave. S, Ste. 307, Tukwila, WA 98168-4614 (206)441-4860 4c. Cell No. (206)702-3093 4d. Fax No. (206)441-3153 4e. e-mail fallon.schumsky@teamsters117.org 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) International Brotherhood of Teamsters 6. DECLARATION Tel. No. I declare that I have read the above charge and that the statements are true to the best of my (206)441-4860 knowledge and belief. Office, if any, Cell No. (206)702-3093 Fallon Schumsky, General Counsel (signature of representative or person making charge) (Print/type name and title or office, if Fax No. any) (206)441-3153 Date: Address: 14675 Interurban Ave. S, Ste. fallon.schumsky@teamsters117.org 307, Tukwila, WA 98168-4614 2/27/2023

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | | |
|----------------------------|-------------------------|--|
| | Date Filed 1/31/2023 | |

INSTRUCTIONS:

| File an original with NLRB Regional Director for the region in | which the alleged unfair labor practice occurred or is occurrin OYER AGAINST WHOM CHARGE IS BROUGHT | g. |
|---|--|--|
| | OYER AGAINS I WHOM CHARGE IS BROUGHT | L T-I N- |
| a. Name of Employer The Vancouver Clinic | | b. Tel. No. |
| | | (360) 882-2778 |
| | | c. Cell No. |
| | | |
| | | f. Fax. No. |
| d. Address (Street, city, state, and ZIP code) | e. Employer Representative | 1 |
| 700 NE 87th ave | . , . | g. e-mail |
| | | |
| WA Vanoucer 98664 | | |
| WA Valloucel 90004 | | h. Number of workers employed |
| | | 808 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) | j. Identify principal product or service | |
| Healthcare | | |
| The above-named employer has engaged in and is engaged | ging in unfair labor practices within the meaning of section 8 | 3(a), subsections (1) and |
| (list subsections) 1 | of the National Labor Re | elations Act, and these unfair labor |
| practices are practices affecting commerce within the me | aning of the Act, or these unfair labor practices are practic | es affecting commerce within the |
| meaning of the Act and the Postal Reorganization Act. | | |
| 2. Basis of the Charge (set forth a clear and concise state | ement of the facts constituting the alleged unfair labor prac | tices) |
| | | |
| Soc additional page | | |
| See additional page | | |
| | | |
| | | |
| | | |
| | | |
| (b) (6). (b) (7)(C) party filing charge (if labor organization, g | ive full name, including local name and number) | |
| | | |
| 4a. Address (Street and number, city, state, and ZIP code | e) | 4b. Tel. No. |
| | | (b) (6), (b) (7)(C) |
| | | 4c. Cell No. |
| (b) (6), (b) (7)(C) | | (b) (6), (b) (7)(C) |
| | | 4d. Fax No. |
| | | |
| | | 4e. e-mail |
| | | (b) (6), (b) (7)(C) |
| 5. Full name of national or international labor organization | n of which it is an affiliate or constituent unit <i>(to be filled in w</i> | |
| e. Fair faire of fragerial of international abort organization | To Whom to all allimate of constituons and the beamed in w | men enange to med by a labor enganization, |
| | | |
| | ARATION | Tel. No. |
| | ove charge and that the statements | (b) (6), (b) (7)(C) |
| (b) (6), (b) (7)(C) are true to the best of m | ny knowledge and belief. | Office, if any, Cell No. |
| | (b) (6), (b) (7)(C) | (b) (6), (b) (7)(C) |
| | | Fax No. |
| (signature of representative or person making charge) | (Print/type name and title or office, if any) | I da No. |
| (b) (6), (b) (7)(C) | | o mail |
| Address | Date 01/31/2023 09:32:08 AM | e-mail (b) (6) (b) (7)(C) |
| | | (b) (6), (b) (7)(C) |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

8(a)(1)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, discussing wages and/or other terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

| Name of employee discharged | Approximate date of discharge |
|-----------------------------|-------------------------------|
| (b) (6), (b) (7)(C) | ®IG.®7/2023 |
| (b) (6), (b) (7)(C) | ®IGL®17/2023 |

8(a)(1)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, discussing wages, hours, or other terms and conditions of employment and in order to

discourage employees from engaging in protected concerted activities.

| Name of employee disciplined/retaliated against | Type of discipline/retaliation | Approximate date of discipline/retaliation |
|---|--------------------------------|--|
| (b) (6), (b) (7)(C) | Fired | ^{©)(©, ©)(7} /2023 |
| (b) (6), (b) (7)(C) | Fired | ^{©)(©, ©)7} /2023 |

8(a)(1)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, protesting terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

| (b) (6), (b) (7)(C) | Fired | णाडणाव/2023 |
|--|---------------------------------|--|
| Name of employee disciplined/retaliate | IType of discipline/retaliation | Approximate date of discipline/retaliation |

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by maintaining work rules that prohibit employees from discussing wages, hours, or other terms or conditions of employment.

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

First Amended CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE

Case Date Filed

19-CA-311303 4/24/2023

| | al Director in which the alleged unfair labor practice EMPLOYER AGAINST WHOM CHARGE IS BRO | | |
|--|---|---|--|
| a. Name of Employer (i) Vancouver Clinic and (ii) Vanderhouwen Staffing as Joint Employers | | b. Tel. No. (i) 800-201-6208 (ii) 503-299-6811 c. Cell No. | |
| d. Address (street, city, state ZIP code) (i) 700 NE 87th Ave., Vancouver, WA 98664 (ii) 6342 S. Macadam Ave., Portland OR 97239 | e. Employer Representative (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) | f. Fax No. g. e-Mail (b) (6), (b) (7)(C) tvc.org (b) (6), (b) (7)(C) vanderhouwen.com h. Dispute Location (City and State) Vancouver, WA | |
| Type of Establishment (i) health care (ii) staffing services | j. Principal Product or Service (i) health care (ii) person-power | k. Number of workers at dispute location (i) 150+ (ii) 100 + | |
| and other terms of employment of because they discussed wages, 3. Full name of party filing charge (if labor organic | ig employees that they were prohib with each other; and 2) by firing the terms of employment and engaged ization, give full name, including local name and num | e undersigned and (b) (6), (b) (7)(C) d in protected concerted activity. | |
| (b) (6), (b) (7)(C) 4a. Address (street and number, city, state, and (b) (6), (b) (7)(C) | ZIP code) | 4b. Tel. No. (b) (6), (b) (7)(C) 4c. Cell Phone 4d. Email. (b) (6), (b) (7)(C) | |
| Full name of national or international labor org by a labor organization) | anization of which it is an affiliate or constituent unit | 4e. | |
| DECLARATION I declare that I have read the above charge my knowledge and belief. | and that the statements are true to the best of | Tel. No. (b) (6), (b) (7)(C) | |
| By: (b) (6), (b) (7)(C) | (b) (6), (b) (7)(C) | Office, if any, Cell No. | |
| (signature of representative or person making Address: (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) | charge) Print Name and Title Date: \$\frac{4}{24}/2023\$ | E-Mail (b) (6), (b) (7)(C) | |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | | |
|----------------------------|--------------|------------|
| Case | | Date Filed |
| | 19-CA-311312 | 1/31/2023 |

INSTRUCTIONS:

| File an original with NLRB Regional Director for the region in | which the alleged unfair labor practice occurred or is occurr OYER AGAINST WHOM CHARGE IS BROUGHT | ing. |
|--|--|---------------------------------------|
| a. Name of Employer | OTERAGAINST WHOM CHARGE IS BROUGHT | b. Tel. No. |
| HMIS | | (702) 498-3760 |
| | | c. Cell No. |
| | | c. con No. |
| | | f. Fax. No. |
| | - FIB | |
| d. Address (Street, city, state, and ZIP code) PO BOX 943 | e. Employer Representative | g. e-mail |
| 10 00000 | (b) (6), (b) (7)(C) | |
| | | (b) (6), (b) (7)(C)@rl.gov |
| WA Richland 99352 | | h. Number of workers employed |
| | | 150 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) | | |
| Others | Prime Contractor for Hanford Site | |
| The above-named employer has engaged in and is engaged | | |
| (list subsections) 5 | | Relations Act, and these unfair labor |
| practices are practices affecting commerce within the me | aning of the Act, or these unfair labor practices are practi | ices affecting commerce within the |
| meaning of the Act and the Postal Reorganization Act. | | |
| 2. Basis of the Charge (set forth a clear and concise state | ement of the facts constituting the alleged unfair labor pra | nctices) |
| | | |
| See additional page | | |
| | | |
| | | |
| | | |
| | | |
| (b) (6), (b) (7)(C) y filing charge (if labor organization, g | ive full name, including logocompanies | |
| (b) (6), (b) (7)(C) HGU Local 21 | (b) (6), (b) (7)(C) | |
| 4a. Address (Street and number, city, state, and ZIP code | e) | 4b. Tel. No. |
| , , , , , , | | (b) (6), (b) (7)(C) |
| | | 4c. Cell No. |
| 1305 Knight St WA Richland 99352 | | (b) (6), (b) (7)(C) |
| WA Richard 99552 | | 4d. Fax No. |
| | | |
| | | 4e. e-mail |
| | | (b) (6), (b) (7)(C) |
| 5. Full name of national or international labor organization | n of which it is an affiliate or constituent unit (to be filled in | |
| IOUA | | |
| IGUA | | |
| | ARATION ove charge and that the statements | Tel. No. |
| are true to the hest of m | ny knowledge and belief. | (b) (6), (b) (7)(C) |
| (b) (6), (b) (7)(C) | | Office, if any, Cell No. |
| | (b) (6), (b) (7)(C) | (b) (6), (b) (7)(C) |
| (signature of representative or person making charge) | (Print/type name and title or office, if any) | Fax No. |
| 1305 Knight St | | |
| Address Richland WA 99352 | Date 01/31/2023 02:46:02 PM | e-mail |
| , marked | Date | (b) (6), (b) (7)(C) |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

8(a)(5)

Within the previous six months, the Employer failed and refused to recognize the union as the collective bargaining representative of its employees.

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by making unilateral changes in terms and conditions of employment.

| List Changes | Approximate date of change |
|--|----------------------------|
| refused to recognize a general grievance | 12/20/2022 |

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | | |
|----------------------------|------------|-------------------------|
| Case 19 | -CA-311326 | Date Filed 1/31/2023 |

INSTRUCTIONS:

| 1 EM | PLOYER AGAINST WHOM CHARGE IS BROUGHT | |
|--|---|---|
| a. Name of Employer | FEOTER AGAINST WHOM CHARGE IS BROUGHT | b. Tel. No. |
| Safeway/ A bertson's | | (208) 395-6154 |
| | | c. Cell No. |
| | | f. Fax. No. |
| d. Address (Street, city, state, and ZIP code) 121 124th AVenue NE WA Bellevue 98005 | e. Employer Representative (b) (6), (b) (7)(C) | g. e-mail (b) (6), (b) (7)(C) @safway.com |
| WA Belleville 90003 | | h. Number of workers employed 2529 |
| i. Type of Establishment (factory, mine, wholesaler, etc. Retail (Grocery) | .) j. Identify principal product or service UFCW Local 367 | |
| | gaging in unfair labor practices within the meaning of sec | di cara Transferanti |
| (list subsections) 5 practices are practices affecting commerce within the n meaning of the Act and the Postal Reorganization Act. | neaning of the Act, or these unfair labor practices are pro | or Relations Act, and these unfair labor actices affecting commerce within the |
| See additional page | | |
| Full name of party filing charge (if labor organization Jasmyn Hardson | , give full name, including local name and number) | |
| Full name of party filing charge (if labor organization Jasmyn Hardson UFCW Local 367 | | 4b. Tel. No. |
| Full name of party filing charge (if labor organization Jasmyn Hardson | | 4b. Tel. No. (253) 589-0367 |
| 3. Full name of party filing charge (if labor organization Jasmyn Hardson UFCW Local 367 4a. Address (Street and number, city, state, and ZIP co | | 4b. Tel. No. (253) 589-0367 4c. Cell No. |
| 3. Full name of party filing charge (if labor organization Jasmyn Hardson UFCW Local 367 4a. Address (Street and number, city, state, and ZIP co | | (253) 589-0367 |
| 3. Full name of party filing charge (if labor organization Jasmyn Hardson UFCW Local 367 4a. Address (Street and number, city, state, and ZIP co | | (253) 589-0367 4c. Cell No. |
| 3. Full name of party filing charge (if labor organization Jasmyn Hardson UFCW Local 367 4a. Address (Street and number, city, state, and ZIP co. 6403 Lakewood Dr W WA Tacoma 98467 | | (253) 589-0367 4c. Cell No. 4d. Fax No. 4e. e-mail jhardson@ufcw367.org |
| 3. Full name of party filing charge (if labor organization Jasmyn Hardson UFCW Local 367 4a. Address (Street and number, city, state, and ZIP con 6403 Lakewood Dr W WA Tacoma 98467 5. Full name of national or international labor organization of declare that I have read the a | tion of which it is an affiliate or constituent unit <i>(to be filled</i> CLARATION bove charge and that the statements | (253) 589-0367 4c. Cell No. 4d. Fax No. 4e. e-mail jhardson@ufcw367.org |
| 3. Full name of party filing charge (if labor organization Jasmyn Hardson UFCW Local 367 4a. Address (Street and number, city, state, and ZIP constant) 6403 Lakewood Dr W WA Tacoma 98467 5. Full name of national or international labor organization I declare that I have read the aare true to the best organization. | ode) tion of which it is an affiliate or constituent unit <i>(to be filled</i> CLARATION | (253) 589-0367 4c. Cell No. 4d. Fax No. 4e. e-mail jhardson@ufcw367.org In when charge is filed by a labor organization) Tel. No. |
| 3. Full name of party filing charge (if labor organization Jasmyn Hardson UFCW Local 367 4a. Address (Street and number, city, state, and ZIP con 6403 Lakewood Dr W WA Tacoma 98467 5. Full name of national or international labor organization of declare that I have read the a | tion of which it is an affiliate or constituent unit <i>(to be filled</i> CLARATION bove charge and that the statements f my knowledge and belief. | (253) 589-0367 4c. Cell No. 4d. Fax No. 4e. e-mail jhardson@ufcw367.org lin when charge is filed by a labor organization) Tel. No. (253) 589-0367 |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining

representative of its employees by failing to furnish information requested by the union.

| Date of request | Employer representative | List items requested | Date refused |
|-----------------|-------------------------|---|--------------|
| 08/05/2022 | (b) (6), (b) (7)(C) | Name. Hire Date. Department. Wage rate. Hours. | 12/27/2022 |

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

| DO NOT WRITE IN THIS SPACE | | |
|----------------------------|------------------------|--|
| Case 19-CB-310057 | Date Filed 1/6/2023 | |

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

| 1. LABOR ORGANIZATION | OR ITS AGENTS | AGAINST WHICH CHA | RGE IS BROUGHT | | |
|---|---|---|---|--|--|
| | | | b. Union Representat (b) (6), (b) (7)(C) | ion Representative to contact), (b) (7)(C) | |
| c. Address (Street, city, state, and ZIP code) 5030 1st Ave S #200 | | (b) (6), (b) (7)(C) | e. Cell No. | | |
| Seattle, WA 98134 | | | f. Fax. No. | | |
| | | | g. e-mail | | |
| h. The above-named labor organization has engaged in and is (1)(A) practices are practices affecting commerce within the mean meaning of the Act and the Postal Reorganization Act. | | of the Na | tional Labor Relations Ad | t, and these unfair labor | |
| 2. Basis of the Charge (set forth a clear and concise statemen Within the past six months, the above-named labor org fair representation it owes to its member (b)(6),(b)(7)(C) by, employer for reasons that are are arbitrary, discriminate | anization, by its , among other th | s officers, agents and sings, failing and refu | representatives has be | | |
| 3. Name of Employer Fred Meyer Stores, Inc. | | 4a. Tel. No. (206)440-2400 | b. Cell No. | c. Fax No. | |
| | | d. e-mail | | | |
| 5. Location of plant involved (street, city, state and ZIP code) 13000 Lake City Way NE Seattle, WA 98125 | | | 6. Employer represen (b) (6), (b) (7)(C) | tative to contact | |
| 7. Type of establishment (factory, mine, wholesaler, etc.) Grocery Store | Type of establishment (factory, mine, wholesaler, etc.) 8. Identify principal product or service Groceries | | | er of workers employed | |
| 10. Full name of party filing charge (b) (6) (b) (7)(e) | | | | | |
| 11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C) | | 11a. Tel. No (b) (6), (b) (7)(C) | b. Cell No. | c. Fax No. | |
| | | d. e-mail (b) (6), (b) (7)(C) | | | |
| 12. DECLARA I declare that I have read the above chare true to the best of my knowns. | arge and that the | ef. | (b) (6), (b) Cell No. | (7)(C) | |
| (signature of representative or person making charge) | (Print/type n. | (b) (6), (b) (7)(C) ame and title or office, if an | y) Fax No. | | |
| /b) (c) /b) (7)(c) | | 01/04/2023 | e-mail_ | | |
| Address (b) (6), (b) (7)(C) | | | (b) (6), (b) (7)(C) | | |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

FORM EXEMPT UNDER 44 U.S.C 3512

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

| DO NOT WRITE IN THIS SPACE | | | |
|----------------------------|--------------|------------|--|
| Case | | Date Filed | |
| | 19-CB-310205 | 1/12/2023 | |

| INSTRUCTIONS: File an original with NLRB Regional Director for the | region in which the alleged u | nfair labor pra | ctice occurre | ed or is occurring. |
|---|----------------------------------|-----------------------------|---------------|----------------------------------|
| 1. LABOR ORGANIZATION OR ITS | AGENTS AGAINST WHICH | CHARGE IS I | BROUGHT | |
| a. Name | | b. Union Rep | resentative t | to contact |
| IATSE 15 | | (b) (6), (b) (7 | 7)(C) | |
| | | | | |
| | | (b) (6), (b) (| <i>(</i>)(C) | |
| Address (Observation and AID and a) | | d Tol No | | o Coll No |
| c. Address (Street, city, state, and ZIP code) | | d. Tel. No. (206) 441-15 | 15 | e. Cell No. |
| 5030 1st Ave S | | f. Fax No. | 113 | g. e-Mail |
| WA Seattle 98134 | | I. Fax No. | | g. e-iviali |
| | | | | |
| h. The above-named labor organization has engaged in and is engagin | ng in unfair labor practices wit | hin the meanir | g of section | 8(b) and (list subsections) |
| (1)(A), (2) | of the Natio | onal Labor Rel | ations Act, a | and these unfair labor practices |
| are practices affecting commerce within the meaning of the Act, or the Act and the Postal Reorganization Act. | nese untair labor practices ar | e practices and | ecting comm | nerce within the meaning of |
| Basis of the Charge (set forth a clear and concise statement of the | facts constituting the allogo | d unfair labor n | ractions) | |
| 2. Dasis of the Charge (set forth a clear and concise statement of the | e facts constituting the alleged | титан тарог р | ractices) | |
| | | | | |
| See additional page | | | | |
| ooo adamonan pago | | | | |
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| | | | | |
| | | | | |
| | | | | |
| | | | | |
| | | | | |
| Name of Employer | | 4a. Tel. No. | | b. Cell No. |
| | | - N | | |
| | | c. Fax No. | | d. e-Mail |
| | | | | |
| 5. Location of plant involved (street, city, state and ZIP code) | | | 6. Employ | er representative to contact |
| | | | | |
| | | | | |
| 7. Time of actablishment /factory mine subclossolar etc.) | 0 Identify animainal anadyst | | O Numbo | r of workers employed |
| 7. Type of establishment (factory, mine, wholesaler, etc.) | Identify principal product | or service | 9. Numbe | r of workers employed |
| | | | | |
| 10. Full name of party filing charge | | 11a. Tel. No. | | b. Cell No. |
| (b) (8), (b) (7)(C) | | (b) (6), (b) (7)(| C) | |
| | | c. Fax No. | | d. e-Mail |
| 11. Address of party filing charge (street, city, state and ZIP code.) | | | | (b) (6), (b) (7)(C) |
| (b) (6), (b) (7)(C) | | | | |
| | | | | |
| 12. DECLARATION | | Tel. | No. | |
| declare that I have read the above charge and that the statements are true to the (b) (6), (b) (7)(C) | best of my knowledge and belief | | (b) (6), (b | o) (7)(C) |
| | (b) (6). (b) (7)(C) | Cell | No. | |
| (signature of representative or person making charge) (Print/type | name and title or office, if any | | | |
| | | Fax | No. | |
| (b) (6) (b) (7)(C) | | - 84 | oil | |
| (b) (6), (b) (7)(C) | 04/40/2022 | e-M | | (b) (7)(C) |
| Address | (date)(| 50.37.31 AW | (b) (d) | , (b) (7)(C) |
| | | | | |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

8(b)(1)(A) and 8(b)(2)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by operating a hiring hall in a manner that was arbitrary, discriminatory or in bad faith.

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by issuing unlawful fines and or internal charges.

INTERNET FORM NLRB-508 (2-08)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST LABOR ORGANIZATION **OR ITS AGENTS**

| | | FORM EXEMPT UNDER 44 U.S.C 3512 |
|------|--------------|---------------------------------|
| | DO NOT WRI | TE IN THIS SPACE |
| Case | 19-CB-310254 | Date Filed 1/12/2023 |

| INSTRUCTIONS: File an original with NLRB Regional Director for | r the region in which the alleged of R ITS AGENTS AGAINST WHICH | a meno a ma Charles | arcus musik | |
|--|--|----------------------------------|----------------|---|
| a. Name | CITS AGENTS AGAINST WHICH | | 1 100 | ve to contact |
| Teamsters Local 174 | | (b) (6), (b) (7) (b) (6), (b) | All the second | |
| c. Address (Street, city, state, and ZIP code) | | d. Tel. No. | | e. Cell No. |
| 14675 Interurban Ave South, Suite 303 | | (206) 44° | -6060 | g. e-Mail |
| Tukwila, WA 98168-4614 | | (206) 441 | 4052 | g. e-iviali |
| h. The above-named organization(s) or its agents has (have) engasubsection(s) (list subsections) (b)(3) are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. | of the Nati | ional Labor Re | lations Ac | t, and these unfair labor practices |
| requested that the Teamsters respond by October 28 response. On November 3, 2022, Stoneway sent a le information. The union has failed to provide the reque enforce and defend contractual provisions. | etter to the union regarding | its deficier | nt respon | nse to the requests for |
| Name of Employer Stoneway Concrete, Inc. | | 4a. Tel. No. (206) 768 | | b. Cell No. |
| | | c. Fax No. (425) 228 | -4924 | d. e-Mail |
| Location of plant involved (street, city, state and ZIP code) 9125 10th Ave South, Seattle, WA 98108 | | [(, | 6. Empl | oyer representative to contact (b) (7)(C) |
| 7. Type of establishment (factory, mine, wholesaler, etc.) Batch Plant | 8. Identify principal product Concrete | or service | 9. Numl | ber of workers employed |
| 10. Full name of party filing charge Davis Grimm Payne & Marra | | 11a. Tel. No (206) 447 | | b. Cell No. |
| John Payne & Daniel Rogers | | c. Fax No. | | d. e-Mail |
| Address of party filing charge (street, city, state and ZIP code. Fifth Ave, Suite 3500, Seattle, WA 98104-7055 |) | (206) 622- | 9927 | drogers@davisgrimmpayne.com |
| declare that I have read the above charge and that the statements therein are tru | e to the best of my knowledge and belie | f. | | 447-0182 |
| | Rogers - Attorney | | No. | |
| (signature of representative or person making charge) (Print/ty | pe name and ude or office, if any | | No. (206 |) 622-9927 |
| 701 Fifth Ave, Suite 3500, Seattle, WA 98104 | 1-7055 (date)_1/12/2 | | ail droger | s@davisgri mmpayne.com |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

| UNITED STATES OF AMERICA | | DO NOT | WRITE IN THIS SPACE | |
|--|------------------|--|--------------------------------------|--|
| NATIONAL LABOR RELATIONS BOARD | | Date filed | | |
| CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS | | 19-CB-310292 | 1/13/2023 | |
| INSTRUCTIONS: File an original of this charge with the occurred or is occurring. | | | | |
| | OR IT'S AGENTS | AGAINST WHICH CHARGE IS B | | |
| a. Name American Postal Workers Union | | b. Union Representative (b) (6), (b) (7)(C) | to Contact | |
| c. Address PO Box 9093, Yakima, WA 98903 | | d. Tel. No. (509)830-5173 | e.e. Cell No. | |
| | | f. Fax No. | g. e-Mail yakima@wapwu.org | |
| Basis of the Charge (set forth a clear and concise state Within the past 6 months, the above-named refusing to process grievances on behalf of (faith. | labor organiza | tion has breached its dut | y of fair representation by | |
| Name of Employer U.S. Postal Service | | 4a. Tel. No. 509-225-1389 | 4b. Cell No. | |
| and the second s | | 4c. Fax No. | 4d. e-Mail | |
| Location of Plant Involved (street, city, state, and ZIP of 205 W Washington Ave, Yakima, WA 98903 | | 6. Employer representativ | ve to contact | |
| 7. Type of Establishment (factory, mine, wholesaler) | 8. Principal pro | | 9. Number of Workers employed | |
| Post office | Mail delive | | 1000 | |
| 10. Full name of party filing charge (b) (6), (b) (7)(C) | Trial Galley | 11a. Tel. No. | 11b, Cell No. (b) (6), (b) (7)(C) | |
| | | 11c. Fax No. | 11d ⊕Mall (b) (6), (b) (7)(C) | |
| 11. Address of party filing charge (street, city, state, and 2 | IP code) | | | |
| (b) (6), (b) (7)(C) | 12. DECLA | DA TION | | |
| I declare that I have read the above charge and | | | st of my knowledge and helief | |
| (b) (6), (b) (7)(C) | | | Tel No. | |
| | (b) (6), | (b) (7)(C) name and title or office, if any | | |
| (signature of representative or person making charge) | Print/type | name and title or office, if any | Cell No. (b) (6), (b) (7)(C) | |
| Address: (b) (6) (b) (7)(C) | | Date; | Fax No. | |
| (b) (6), (b) (7)(C) | | 1/12/2023 | e-Mail (b) (6), (b) (7)(C) | |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

FORM EXEMPT UNDER 44 U.S.C 3512

FORM NLRB-508 (4-19)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

| DO NOT WRITE IN THIS SPACE | | |
|----------------------------|--------------|------------|
| Case | | Date Filed |
| | 19-CB-310445 | 1/17/2023 |

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

| | OR ITS AGENTS | AGAINST WHICH CH | ARGE IS BRO | DUGHT | | | |
|---|----------------------------|---|---|--|---|--|--|
| | | | b. Union Representative to contact (b) (6), (b) (7)(C) | | | | |
| c. Address (Sireet, city, state, and ZIP code) 2900 Eastlake Avenue East | 1 | | d. Tel, N 206-441 | | e. Cell No. | | |
| Suite 220 Seattle, WA 98102 | | | | f. Fax. No. 206-441-0207 | | | |
| | | | g. e-mell | | | | |
| n. The above-named labor organization has engaged in and is (I)(A) practices are practices affecting commerce within the meaning the Act and the Postal Reorganization Act. | | of the N | ational Labor I | Relations Ad | t, and these unfair labor | | |
| 2. Basis of the Charge (sot forth a clear and concise statement | of the facts cons | tituting the elleged uni | felr lebor practi | (ces) | - | | |
| 3. Name of Employer | | | | | | | |
| Pri Cities Community Usulth | | 4a. Tel. No. | b. Cell N | 0, | c. Fax No. | | |
| Tri-Cities Community Health | | 4a. Tel. No. 509-543-1919 d. e-mail | b. Cell N | 0, | c. Fax No. 509-547-6670 | | |
| Tri-Cities Community Health 5. Location of plant involved (street, city, state and ZIP code) | | 509-543-1919 | 6. Emplo | | 509-547-6670 | | |
| Tri-Cities Community Health 5. Location of plant involved (street, city, state and ZIP code) 800 W. Court Street, Pasco, WA 99301 7. Type of establishment (factory, mine, wholesaler, etc.) Medical Clinic | 8. Identify p | d. e-mail | 6. Emplo | yer represer Resources | 509-547-6670 | | |
| Tri-Cities Community Health 5. Location of plant involved (street, city, state and ZIP code) 800 W. Court Street, Pasco, WA 99301 7. Type of establishment (factory, mine, wholesaler, etc.) Medical Clinic 10. Full name of party filing charge | 8. Identify p Medical S | d. e-mail | 6. Emplo | yer represer Resources | 509-547-6670 Intelive to contact Director | | |
| Tri-Cities Community Health 5. Location of plant involved (street, city, state and ZiP code) 800 W. Court Street, Pasco, WA 99301 7. Type of establishment (factory, mine, wholesaler, etc.) | 8. Identify p Medical S | d. e-mail | 6. Emplo | yer represer Resources 9. Numb 1.00 | 509-547-6670 Intelive to contact Director | | |
| Tri-Cities Community Health 5. Location of plant involved (street, city, state and ZiP code) 800 W. Court Street, Pasco, WA 99301 7. Type of establishment (factory, mine, wholesaler, etc.) Medical Clinic 10. Full name of party filing charge (b) (6). (b) (7)(C) 11. Address of party filing charge (street, city, state and ZiP code) | 8. Identity p Medical S | d. e-mail | 8. Emplo Fluman vice | yer represer Resources 9. Numb 1.00 | 509-547-6670 Intelive to contact Director per of workers employed | | |
| Tri-Cities Community Health 5. Location of plant involved (street, city, state and ZIP code) 800 W. Court Street, Pasco, WA 99301 7. Type of establishment (factory, mine, wholesaler, etc.) Medical Clinic 10. Full name of party filing charge (b) (6), (b) (7)(C) 11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C) | Medical S | orincipal product or set cervices 11a. Tel. No. (b) (6). (b) (7)(C) d. e-mail (b) (6). (b) (7)(C) | 8. Emplo Fluman vice | yer represer Resources 9. Numb 1.00 | or of workers employed | | |
| Tri-Cities Community Health 5. Location of plant involved (street, city, state and ZiP code) 800 W. Court Street, Pasco, WA 99301 7. Type of establishment (factory, mine, wholesaler, etc.) Medical Clinic 10. Full name of party filing charge (b) (6). (b) (7)(c) 11. Address of party filing charge (street, city, state and ZiP code) (b) (6). (b) (7)(C) 12. DECLARAT I declare that I have read the above ch | Medical S | orincipal product or set cervices 11a. Tel. No. (b) (6). (b) (7)(C) d. e-mail (b) (6). (b) (7)(C) | 8. Emplo Fluman vice | yer represer Resources 9. Numb 100 | or of workers employed | | |
| Tri-Cities Community Health 5. Location of plant involved (street, city, state and ZIP code) 800 W. Court Street, Pasco, WA 99301 7. Type of establishment (factory, mine, wholesaler, etc.) Medical Clinic 10. Full name of party filing charge (b) (6), (b) (7)(C) 11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C) | Medical S | d. e-mail orincipal product or securices 11a. Tel. No. (b) (6). (b) (7)(C) d. e-mail (b) (6), (b) (7)(C) statements | 8. Emplo Human | 9. Numb 1.00 | or of workers employed | | |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

FORM EXEMPT UNDER 44 U.S.C 3512

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

| DO NOT WRITE IN THIS SPACE | | |
|----------------------------|------------|--|
| Case | Date Filed | |
| 19-CB-310467 | 1/17/2023 | |

| INSTRUCTIONS: File an original with NLRB Regional Director for the | region in which the alleged u | ınfaır labor pra | ctice occurre | ed or is occurring. |
|--|----------------------------------|-------------------|---------------|----------------------------------|
| 1. LABOR ORGANIZATION OR ITS | AGENTS AGAINST WHICH | | | |
| a. Name | | b. Union Rep | resentative | to contact |
| International Brotherhood of Electrical Workers Local Union 191 | | (b) (6), (b) (7)(| C) | |
| | | (b) (6), | (b) (7)(0 | C) |
| | | | | |
| c. Address (Street, city, state, and ZIP code) | | d. Tel. No. | | e. Cell No. |
| 3100 164th St NE | | (425) 259-31 | 195 | |
| WA Marysville 98271 | | f. Fax No. | | g. e-Mail |
| | | | | (b) (6), (b) (7)(C) @ibew191.com |
| h. The above-named labor organization has engaged in and is engagir | | | | |
| (1)(A) are practices affecting commerce within the meaning of the Act, or t | of the Nation | onal Labor Rel | ations Act, a | and these unfair labor practices |
| the Act and the Postal Reorganization Act. | nese unian labor practices ar | e practices air | ecting comin | nerce within the meaning of |
| 2. Basis of the Charge (set forth a clear and concise statement of the | e facts constituting the allege | d unfair labor p | oractices) | |
| | | | , | |
| | | | | |
| See additional page | | | | |
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| | | | | |
| Name of Employer | | 4a. Tel. No. | | b. Cell No. |
| Dynalectric Company of Oregon | | (971) 303-24 | 199 | |
| | | c. Fax No. | | d. e-Mail |
| | | | | |
| Location of plant involved (street, city, state and ZIP code) | | | 6. Employ | representative to contact |
| 901 Urban Industrial Way | | | (b) (6), (b) | |
| WA East Wenatchee 98802 | | | | |
| 7. Type of establishment (factory, mine, wholesaler, etc.) | 8. Identify principal product | or service | 9. Numbe | er of workers employed |
| | 7 | | | |
| 10. Full name of party filing charge | | 11a. Tel. No | | b. Cell No. |
| | | (b) (6), (b) (7) | | b. 601110. |
| (b) (6), (b) (7)(C) | | c. Fax No. | | d. e-Mail |
| 44 411 6 4 5 1 1 4 4 4 7 4 4 7 1 1 1 1 1 1 1 1 1 1 1 | | | | (b) (6), (b) (7)(C) |
| 11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C) | | | | <u> </u> |
| | | | | |
| 12. DECLARATION | | Tel. | No. | |
| I declare that have read the above charge and that the statements are true to the | | | (b) (6), (l | b) (/)(C) |
| | (b) (6), (b) (7)(C) | _ | No. | |
| (signature of representative or person making charge) (Print/type | name and title or office, if any | y) Fax | No | |
| | | l ax | 110. | |
| (1) (0) (1) (7) (0) | | | | |
| (b) (6), (b) (7)(C) | | e-M | | |
| Address | (date)_ ^{01/17/2023} | e-N | |), (b) (7)(C) |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the Charging Party's grievance for arbitrary or discriminatory reasons or in bad faith.

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

| DO NOT WRITE IN THIS SPACE | | | |
|----------------------------|------------|--|--|
| Case | Date Filed | | |
| 19-CB-310623 | 1/19/2023 | | |

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

| INSTRUCTIONS. File an original with NLRB Regional Director for the | region in which the alleged u | mair iabor pra | ictice occurr | ea or is occurring. |
|--|--|-----------------------------|-------------------|----------------------------------|
| 1. LABOR ORGANIZATION OR ITS | AGENTS AGAINST WHICH | | | |
| a. Name | | b. Union Rep | oresentative | to contact |
| ilwu local 19 seattle | | (b) (6), (b) (7) | (C) | |
| | | (b) (6). | (b) (7)(| C) |
| | | () () | \ | , |
| c. Address (Street, city, state, and ZIP code) | | d. Tel. No. | | e. Cell No. |
| | | (206) 623-7 | 461 | |
| 3440 east marginal way south WA seattle 98134 | | f. Fax No. | | g. e-Mail |
| The South of the S | | (206) 623-81 | 136 | businessoffice@ilwulocal19 org |
| h. The above-named labor organization has engaged in and is engaging (1)(A),(1)(A), (2),(3) are practices affecting commerce within the meaning of the Act, or the Act and the Postal Reorganization Act. | of the Natio | onal Labor Re | lations Act. a | and these unfair labor practices |
| 2. Basis of the Charge (set forth a clear and concise statement of the | e facts constituting the allege | d unfair labor _l | oractices) | |
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| See additional page | | | | |
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| | | | | |
| Name of Employer | | 4a. Tel. No. | | b. Cell No. |
| pacific maratime association | | (206) 298-34 | 134 | |
| | | c. Fax No. | | d. e-Mail |
| | | (206) 298-34 | 69 | |
| Location of plant involved (street, city, state and ZIP code) | | | 6. Employ | yer representative to contact |
| 301 west republican | | | (b) (6), (b) |) (7)(C) |
| WA seattle 98119 | | | | |
| 7. Type of establishment (factory, mine, wholesaler, etc.) | 8. Identify principal product | or service | 9. Numbe | er of workers employed |
| | | | | |
| 10. Full name of party filing charge | | 11a. Tel. No | <u>.</u> | b. Cell No. |
| (b) (6), (b) (7)(C) | | (b) (6), (b) (7) | (C) | |
| $(\mathcal{S})(\mathcal{S}), (\mathcal{S})(\mathcal{T})(\mathcal{S})$ | | c. Fax No. | | d. e-Mail |
| 11. Address of party filing charge (street, city, state and ZIP code.) | | 1 | | (b) (6), (b) (7)(C) |
| (b) (6), (b) (7)(C) | | | | |
| | | | | |
| 12. DECLARATION | host of my knowledge and holiof | Tel | No. (b) (6), (| h) (7)(C) |
| I declare that I have read the above charge and that the statements are true to the | | Coll | No. | 5) (1)(5) |
| |) (6), (b) (7)(C) name and title or office, if an | _ | 110. | |
| (Signalaro or reproductivo or person making diargo) (PIIII/Rype | name and due of office, If all | | No. | |
| (h) (6) (h) (7)(C) | | | | |
| (b) (6), (b) (7)(C) | | | 4 - :1 | |
| | | e-N | |), (b) (7)(C) |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights

protected by Section 7 of the Act by threatening to retaliate against employees if they did not join or support the union.

| Name of the Union Agent/Representative who made the threat | Date the threats were made |
|--|----------------------------|
| (b) (6), (b) (7)(C) | 01/16/2023 |
| (b) (6), (b) (7)(C) | 01/09/2023 |

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the Charging Party's grievance for arbitrary or discriminatory reasons or in bad faith.

8(b)(1)(A) and 8(b)(2)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by operating a hiring hall in a manner that was arbitrary, discriminatory or in bad faith.

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by issuing unlawful fines and or internal charges.

8(b)(3)

Within the previous six months, the above-named labor organization has failed and refused to bargain in good faith with the employer.

INTERNET FORM NLRB 508 (2 08)

FORM EXEMPT UNDER 44 U.S.C 3512

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST LABOR ORGANIZATION **OR ITS AGENTS**

| DO NOT WRITE IN THIS SPACE | | | |
|----------------------------|----------------------|--|--|
| Case 19-CB-310718 | Date Filed 1/23/2023 | | |

| LABOR ORGANIZATION O | R ITS AGENTS AGAINST WH | | | trea or is occurring. |
|---|--|---|-------------------|--|
| a. Name | | b. Union Rep | resentati | ve to contact |
| OPEIU Local 8 | | (b) (6), (b) (7)(0 | C) | |
| c. Address (Street, city, state, and ZIP code) | | d. Tel. No. | | e. Cell No. |
| 2900 Eastlake Ave E, Suite 220 | | | | a a Mail |
| Seattle, WA 98102 | | f. Fax No. | | g. e Mail @opeiu8.org |
| h. The above named organization(s) or its agents has (have) eng subsection(s) (list subsections) (1)(A) are unfair practices affecting commerce within the meaning of meaning of the Act and the Postal Reorganization Act. | of the I | National Labor Rela | ations Ad | t, and these unfair labor practices |
| 2. Basis of the Charge (set forth a clear and concise statement | of the facts constituting the all | leged unfair labor p | ractices) | |
| Within the past 6 months, the Union has breached it | | | | |
| 3. Name of Employer Plymouth Housing Group | | 4a. Tel. No. 206-210-0: c. Fax No. | 500 | b. Cell No. d. e Mail |
| Location of plant involved (street, city, state and ZIP code) 2113 3rd Ave | | - | 0 - 1 - 1 - 1 - 1 | loyer representative to contact (b) (7)(C) |
| Seattle, WA 98212 | | | | |
| 7. Type of establishment (factory, mine, wholesaler, etc.) | 8. Identify principal prod | C 4 17 17 17 17 19 17 1 | 9 Nun | |
| affordable housing | housing | duct or service | 358 | nber of workers employed |
| affordable housing 10. Full name of party filing charge | A PARTICIPATION OF THE PROPERTY OF THE PARTICIPATION OF THE PARTICIPATIO | 11a. Tel. No. | 358 | |
| affordable housing 10. Full name of party filing charge | A PARTICIPATION OF THE PROPERTY OF THE PARTICIPATION OF THE PARTICIPATIO | 11a. Tel. No. (b) (6), (b) (7 | 358 | b. Cell No. |
| affordable housing 10. Full name of party filing charge (b) (6), (b) (7)(C) | housing | 11a. Tel. No. | 358 | b. Cell No. d. e Mail |
| affordable housing 10. Full name of party filing charge (b) (6), (b) (7)(C) 11. Address of party filing charge (street, city, state and ZIP cod | housing | 11a. Tel. No. (b) (6), (b) (7 | 358 | b. Cell No. |
| affordable housing 10. Full name of party filing charge (b) (6), (b) (7)(C) 11. Address of party filing charge (street, city, state and ZIP cod (b) (6), (b) (7)(C) 12. RATION | housing | 11a. Tel. No. (b) (6), (b) (7 c. Fax No. | 358 (C) | b. Cell No. d. e Mail (b) (6), (b) (7)(C) |
| affordable housing 10. Full name of party filing charge (b) (6), (b) (7)(C) 11. Address of party filing charge (street, city, state and ZIP cod (b) (6), (b) (7)(C) ded (b) (6), (b) (7)(C) 12. RATION therein are filed to the party filing charge (street) (ity, state and ZIP cod (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (c) (ded (b) (6), (b) (7)(C) | housing e.) true to the best of my knowledge and), (b) (7)(C) | 11a. Tel. No. (b) (6), (b) (7 c. Fax No. Tel. belief. | 358 (C) | b. Cell No. d. e Mail |
| affordable housing 10. Full name of party filing charge (b) (6), (b) (7)(C) 11. Address of party filing charge (street, city, state and ZIP cod (b) (6), (b) (7)(C) ded (b) (6), (b) (7)(C) 12. RATION therein are filed to the party filing charge (street) (ity, state and ZIP cod (b) (6), (b) (7)(C) [By] | housing e.) true to the best of my knowledge and | 11a. Tel. No. (b) (6), (b) (7 c. Fax No. Tel. belief. | 358 (C) | b. Cell No. d. e Mail (b) (6), (b) (7)(C) |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

FORM NLRB-508 (4-19)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

| DO NOT WRITE IN THIS SPACE | | |
|----------------------------|------------|--|
| Case | Date Filed | |
| 19-CB-310729 | 1/23/2023 | |

NSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring

| a Name | | WHICH CHA | ARGE IS BROUG | 755.4 | | |
|--|---|---|---|-----------------------------|------------------------------------|--|
| a Name United Brotherhood of Teamsters, Local 117 | | | b Union Representative to contact (b) (6), (b) (7)(C) | | | |
| c. Address (Street, city, state, and ZIP code) | | | d. Tel. No. (b) (6), (b) (7 | (C) | Cell No. | |
| 14675 Interurban Ave. S. Ste. # 307 Tukwila, WA 98168 | | | f. Fax. No. 206-441-3153 | | | |
| | | | g. e-mail | | | |
| h The above-named labor organization has engaged in and is (1)(A) practices are practices affecting commerce within the meaning the Act and the Postal Reorganization Act. | | of the Na | ational Labor Rel | ations Act, and t | hese unfair labor | |
| 2. Basis of the Charge (set forth a clear and concise statement | of the facts constituting th | e alleged unfa | air labor practices | s) | | |
| 3. Name of Employer | 4a. Te | | b. Cell No. | c. | Fax No. | |
| Swire Coca-Cola | | 6-1000 | | - 14 | | |
| | d. e-ma | d. e-mail | | | | |
| | | | | | | |
| 5. Location of plant involved (street, city, state and ZIP code) 3500 20th Street East, Fife, WA 98424 | | | 6. Employer (b) (6), (b) (| representative t | o contact | |
| 5. Location of plant involved (street, city, state and ZIP code) 3500 20th Street East, Fife, WA 98424 7. Type of establishment (factory, mine, wholesaler, etc.) Beverage Equipment Service | 8. Identify principal p | product or serv | (b) (6), (b) (| 7)(C) | | |
| 3500 20th Street East, Fife, WA 98424 7. Type of establishment (factory, mine, wholesaler, etc.) | 8. Identify principal p | product or serv | (b) (6), (b) (| 7)(C) 9. Number of w | | |
| 7. Type of establishment (factory, mine, wholesaler, etc.) Beverage Equipment Service 10. Full name of party filing charge (b) (6), (b) (7)(C) | | | (b) (6), (b) (| 9. Number of w 40+ | o contact orkers employed Fax No. | |
| 7. Type of establishment (factory, mine, wholesaler, etc.) Beverage Equipment Service | (b) (6), | b) (7)(C) | (b) (6), (b) (vice | 9. Number of w 40+ | orkers employed | |
| 7. Type of establishment (factory, mine, wholesaler, etc.) Reverage Equipment Service 10. Full name of party filing charge (b) (6), (b) (7)(C) 11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C) | (b) (6), | | (b) (6), (b) (vice b. Cell No. | 9. Number of w 40+ | orkers employed | |
| 7. Type of establishment (factory, mine, wholesaler, etc.) Beverage Equipment Service 10. Full name of party filing charge (b) (6), (b) (7)(C) | (b) (6), d. e-m. (b) (6) TION arge and that the statement owledge and belief. | al N(7)(C) all (b) (7)(C) | (b) (6), (b) (vice b. Cell No. | 9. Number of w 40+ c. | orkers employed Fax No. | |
| 7. Type of establishment (factory, mine, wholesaler, etc.) Beverage Equipment Service 10. Full name of party filing charge (b) (6), (b) (7)(C) 11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C) 12. DECLARAT I declare that I have read the above charge (b) (6), (b) (7)(C) 14. Declare that I have read the above charge (b) (6), (b) (7)(C) | TION arge and that the statement owledge and belief. (b) (6), (b) | all (b) (7)(c) all (b) (7) b), (b) (7) all (7)(c) | (b) (6), (b) (c) | 9. Number of w 40+ c. | orkers employed Fax No. | |
| 7. Type of establishment (factory, mine, wholesaler, etc.) Beverage Equipment Service 10. Full name of party filing charge (b) (6), (b) (7)(C) 11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C) 12. DECLARAT | (b) (6), d. e-m. (b) (6) TION arge and that the statement owledge and belief. | all (b) (7)(c) all (b) (7) b), (b) (7) all (7)(c) | (b) (6), (b) (c) | 9. Number of w 40+ c. | orkers employed Fax No. | |
| 7. Type of establishment (factory, mine, wholesaler, etc.) Beverage Equipment Service 10. Full name of party filing charge (b) (6), (b) (7)(C) 11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C) 12. DECLARAT I declare that I have read the above charge (b) (6), (b) (7)(C) 14. Declare that I have read the above charge (b) (6), (b) (7)(C) | TION arge and that the statement owledge and belief. (b) (6), (b) (Print/type name and to | all (b) (7)(c) all (b) (7) b), (b) (7) all (7)(c) | (b) (6), (b) (c) (c) (d) (d) (e) (e) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f | 9. Number of w 40+ c. | orkers employed Fax No. C) 7)(C) | |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

| DO NOT WRITE IN THIS SPACE | | | | | |
|----------------------------|------------|--|--|--|--|
| | Date Filed | | | | |
| 19-CB-311279 | 1-31-2023 | | | | |

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

| 3 | 3 | 3 | • | | 3 | | | |
|---|---|--|--|---|-------------------------------|--|--|--|
| 1. Labor organization or i | TS AGENTS A | AGAINST WHICH CHARG | SE IS BRO | UGHT | | | | |
| a. Name Workers United, Worker Law | | | | b. Union Representative to contact Marina Multhaup | | | | |
| c. Address (Street, city, state, and ZIP code) 18 West Mercer Street, Suite 400, Seattle, WA 98119 | | d. Tel. No (206) 37 | | e. Cell No. | | | | |
| | | | f. Fax. No |). | | | | |
| | | | g. e-mail multhau | o@workerlav | v.com | | | |
| h. The above-named labor organization has engaged in and is engaged in and is engaged by 8(b)(3) practices are practices affecting commerce within the meaning of meaning of the Act and the Postal Reorganization Act. | | of the Nation | nal Labor F | Relations Act, a | and these unfair labor | | | |
| Basis of the Charge (set forth a clear and concise statement of the See attachment. | he facts const | ituting the alleged unfair k | abor practio | ees) | | | | |
| 3. Name of Employer Starbucks Corporation | | 4a. Tel. No. (312) 795-3237 d. e-mail ksiegel@littler.com | b. Cell No (312) 48 | | c. Fax No. (312) 372-7880 | | | |
| 5. Location of plant involved (street, city, state and ZIP code) 2344 Eastlake Ave E, Seattle, WA 98102 | | | | 6. Employer representative to contact Kathryn Siegel, Littler Mendelson P.C. | | | | |
| 7. Type of establishment (factory, mine, wholesaler, etc.) Restaurant | 8. Identify p Food and I | rincipal product or service Beverage | 9. Number of workers employed approx. 30 | | | | | |
| 10. Full name of party filing charge Starbucks Corporation | 1 | | | | | | | |
| 11. Address of party filing charge (street, city, state and ZIP code) 2344 Eastlake Ave E, Seattle, WA 98102 | | 11a. Tel. No. (312) 795-3237 | b. Cell No. (312) 480-1544 | | | | | |
| | | d. e-mail ksiegel@littler.com | | | | | | |
| 12. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. | | | | Tel. No. (312) 795-3237 | | | | |
| /s/ Kathryn E. Siegel | /s/ Kathryn E. Siegel Kathryn E. Siegel | | | | Cell No. (312) 480-1544 | | | |
| (signature of representative or person making charge) (Print/type name and title or office, if any) | | | | Fax No. (312) 372-7880 | | | | |
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WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Since on or about January 24, 2023, Workers United failed and refused to bargain collectively in good faith resulting in violations of Section 8(b)(3) of the Act. Among other things, the violations involve the following actions by Workers United and its agents:

- (1) Starbucks and Workers United agreed to meet on January 24, 2023 for the purpose of engaging in negotiations regarding the Starbucks single-store bargaining unit located at 2344 Eastlake Ave. E, Seattle, WA 98102, and the parties mutually agreed that the place of bargaining would be the Courtyard by Marriott Seattle Downtown/Lake Union 925 Westlake Ave. N, Seattle, WA 98109. After Starbucks representatives appeared at the agreed-upon location for the inperson meeting on January 24, Workers United unilaterally announced with no mutual agreement that the Union was using a computer to broadcast the meeting virtually to other individuals who were not present in the room. After Starbucks objected to having a Union computer broadcast the meeting virtually to other individuals not present in the room, Starbucks stated that it would proceed with the agreed-upon meeting provided that the Union ceased its virtual broadcasting of the meeting. The Union persisted in its insistence on virtual broadcasting of the meeting, which prevented the meeting from continuing.
- (2) Workers United and/or its agents also unilaterally engaged in the recording of one or more exchanges during bargaining on October 24, 2022 without prior notice, discussion or mutual agreement, including the posting on the Internet of one or more such recorded exchanges.
- (3) Workers United's unilateral arrangements and insistence on broadcasting bargaining meetings virtually to other individuals who were not present, and the unilateral recording of one or more exchanges during bargaining without prior notice, discussion or mutual agreement, constitutes a failure to bargain collectively in good faith for multiple reasons, including (among other things) the following:
 - (a) both sides have a legal right to refuse to be recorded during negotiations because recordings or transcriptions "inhibit the free and open discussion necessary for conducting successful bargaining." *Bartlett-Collins Co.*, 237 NLRB 770, 773 n. 9 (1978), *enforced*, 639 F.2d 652 (10th Cir. 1982), *cert. denied*, 452 U.S. 961 (1981); *cf. Pennsylvania Telephone Build (Bell Telephone)*, 277 NLRB 501, 501-502 (1985);
 - (b) using a computer to virtually broadcast negotiations to other individuals who are not present makes it impossible to prevent a recording and re-transmission of everything stated by the participants, which is reflected in the fact that one or more bargaining exchanges on October 24, 2022 were recorded and posted on the Internet by Workers United and/or its agents;
 - (c) expanding bargaining meetings to a virtual audience is likely to encourage posturing that detracts from efforts to work out mutual agreements;
 - (d) having bargaining meetings broadcast virtually to other individuals not present undermines the interests of Starbucks partners because the negotiations may warrant the discussion of individual partners by name and are likely to address many sensitive topics; and

- (e) having a bargaining meeting broadcast virtually using a Union computer prevents the bargaining participants from knowing the identities of persons in the virtual audience, and makes it impossible to determine whether the virtual audience improperly includes non-employees, media representatives and/or members of the general public who have no authority to participate.
- (4) As stated during the January 24, 2023 bargaining meeting, Starbucks remained (and remains) ready to proceed with good faith collective bargaining in meetings conducted at the locations and times agreed upon by the parties, which was prevented by the actions and conduct by Workers United and its agents described above.